TOWN OF PALMER
FISCAL YEAR 2024
ANNUAL REPORT

JULY 1, 2023 – JUNE 30, 2024

Town Council/Town Manager

The Town Manager is the Chief Executive Officer of the municipality and is responsible for the day-to-day operations of the town. The Manager ensures that town services are performed in accordance with Town Council's policies and within the capability of the town's resources. In addition, the Manager keeps the Town Council apprised of the town's financial condition and the future needs of the town. The Town Manager is appointed by the Town Council and works very closely with them. The Town Council is responsible for setting the policy direction of the town.

Throughout all town departments, we strive to deliver the best possible services to our community. We are dedicated to our organization's values of responsiveness, integrity, passion, innovation, and partnership.

In FY24, The Town of Palmer was served by 119 permanent and 66 seasonal/temp employees throughout the course of the year. We welcomed a total of 28 new employees across various departments to replace resignations and retirements. The majority joined the Department of Public Works with 12 new employees, including seasonal labor, followed by 5 new hires in the Town Administration offices that included the Assessor, Conservation Agent, and Town Manager. The remaining hires were distributed among the Library (2), Board of Health (1), Finance (2), Planning (1) and the Police Department with (2) Officers and (3) Dispatchers, ensuring continued support for essential public services.

FY24 was a year of transitioning in the Town Manager office. After 5 years, Ryan McNutt left the position on 10/30/23, Police Chief Chris Burns was appointed Interim on 10/30/23, Robert Reed was appointed Interim on 11/16/23 and Brad Brothers was hired as the permanent Town Manager as of 4/1/24.

New hires during the fiscal year included Rachael Carney, Assessor and Justin Enright, Conservation Agent.

We want to express our sincere appreciation for all the dedicated department heads, town staff, elected officials and the numerous volunteers who serve on the many boards, commissions, and committees for all their hard work and commitment to make Palmer a great community in which to live, and for their contributions to this year's important accomplishments.

Palmer provides a breadth of high-quality services to its residents through the concerted efforts of many employees and volunteers serving on boards and committees. A sincere "Thank you" is extended to each of them for their commitment to making Palmer a very special place to live.

For economic growth, a large-scale commercial development on Rt. 32 (Thorndike Streer) continues to progress, bringing multinational chain corporations and additional office and retail space.

The East-West Rail continued to move forward with the Steering Committee and Massachusetts Department of Transportation officials. The proposed location is scheduled to be moved forward for design in FY25.

Respectfully Submitted,

Town Council & Town Manager's Office

The following projects were approved in FY24 by the Town Council

Department	Project Description	Approved Amount	Source of Funds
DPW	John Deere 410 P-Tier Backhoe	177,522.00	Free Cash
DPW	Morbark 1821 Wood/Tree Chipper	84,765.00	Free Cash
DPW	Wacker Neuson Tandem Roller	25,507.00	Free Cash
DPW	Trailer for Tandem Roller	5,794.00	Free Cash
DPW	Toro Field Pro Field Conditioner	45,966.00	Free Cash
DPW	Baseball/Softball Turface Material	9,168.00	Free Cash
DPW	Green Climber Slope Mower	117,627.00	Free Cash
Police	Police Cruisers	135,000.00	Free Cash
Police	Dispatcher's Consoles	170,000.00	Free Cash
Police	Mobiles and Portables	57,000.00	Free Cash
Town Wide	Computer Replacement (20)	30,000.00	Free Cash
DPW	Clutch Repair	27,492.00	Stabilization
Conservation	Purchase of Barker St	120,500.00	Stabilization
DPW	Duke Track Change Order	43,350.00	ARPA
WWTP	Boiler Replacement	606,590.00	Sewer Surplus
DPW	Legion Field consession/restroom	13,786.00	ARPA
DPW	Palmer Rd Sinkhole repair	864,206.67	ARPA
DPW	Commerative Signage	50,000.00	Free Cash

TOWN OF PALMER ANNUAL ELECTION **OFFICIAL** RESULTS June 11, 2024					
	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Totals
Councilor at Large -3 year					
Blank	32	56	36	38	162
Mark Caci	205	171	166	167	709
Write In	3	0	1	3	7
Councilor at Large - 2 year					
Blank	7	9	12	12	40
Christopher Edward Pelletier	120	75	73	88	356
Lucas George McDiarmid	54	113	87	72	326
John M. Comerford	53	30	26	35	144
Write In	6	0	5	1	12
School Committee					
Blank	40	54	36	41	171
Anthony Richard Braden	197	173	164	166	700
Write In	3	0	3	1	7
Planning Board					
Blank	33	50	34	34	151
Norman Alton Czech	203	177	169	171	720
Write In	4	0	0	3	7
District 2 Councilor					
Blank	X	48	X	X	48
Barbara A. Barry	X	179	X	X	179
Write In	X	0	X	X	0
	X		X	X	
District 3 Councilor					
Blank	X	X	24	X	24
Karl Stuart Williams	X	X	173	X	173
Write In	X	X	6	X	6
	X	X		X	
Total # of Voters	240	227	203	208	878

Percentage of Voters that Voted: 9%

Marriages FY 2024

Date	Name	Town	Name	Town
July	**2023**			
16	Tanner A. Browne	Ware, MA	Kyra S. Zehelski	Ware, MA
22	Kyle L. Smith	Palmer, MA	Olivia E. Barber	Palmer, MA
29	Jacob E. Nano	Leominster, MA	Kelsey A. Kokosa	Palmer, MA
August	**2023**			
5	James F. Kwasnik	Palmer, MA	Dawn J. Campelo	Palmer, MA
19	Thomas J. Fossati	Palmer, MA	Chelsey R. Manley	Palmer, MA
22	James H. Seymour	Palmer, MA	Tammy L. Brown	Palmer, MA
26	Bruce J. Lauzier	Palmer, MA	Kristine L. Allen	Palmer, MA
31	Patrick J. Marino	Holland, MA	Angelika Bay	Holland, MA
September	**2023**			
2	Emanuel D. Ocasio - Ramos	Palmer, MA	Iesha Santos	Palmer, MA
3	Christopher B. Loud	Palmer, MA	Kelly J. Bernier	Palmer, MA
16	Kevin L. Jean	Palmer, MA	Kate Templton	Palmer, MA
23	Jason S. Pare	Palmer, MA	Christina L. Florence	Palmer, MA
24	Robert P. Church	Fort Myers, FL	Ruth M. Vdovjak	Palmer, MA
29	Steven A. Madden	Palmer, MA	Kaitlyn V. Shepardson	Palmer, MA
October	**2023**			
7	Joshua A. Hoy	Palmer, MA	Melissa A. Walkwitz	Palmer, MA
7	Guy Fitzgerald	Palmer, MA	Karissa A. Krassler	Palmer, MA
7	Richard D. Bergeron	Palmer, MA	Christine M. Almeida	Palmer, MA
7	Jacob S. Clements	Palmer, MA	Leah A. Dominque	Palmer, MA
16	Damian S. Cieszkowski	Palmer, MA	Katelyn Jo Bishop	Palmer, MA
22	Luz I. Barbosa	Palmer, MA	Lynette N. Desmarais	Palmer, MA
22	Derek A. Coulombe	Palmer, MA	Anna P. Gibson	Palmer, MA
24	Glen A. Whitney	Palmer, MA	Mellany S. Duncan	Palmer, MA
26	Robert H. Goldrick III	Palmer, MA	Shannon L. Swift	Monson, MA
28	John G. Puduski	Palmer, MA	Jessica Decoteau	Palmer, MA
29	Samantha A. Marty	Palmer, MA	Mimi Khampaeng	Palmer, MA
November	**2023**			
4	Amanda M. Costa	Palmer, MA	Juliana Herrera	Palmer, MA
19	Todd A. Caron	Palmer, MA	Jennifer L. Caron	Palmer, MA
21	Darren K. Wardell	Palmer, MA	Janna S. Guyer	Palmer, MA
December	**2024**			
4	Max E. Bock	Palmer, MA	Olivia G. Murray	Palmer, MA
9	Nathan S. Latter	Palmer, MA	Frances K. Lucas	Palmer, MA
31	Daniel J. Zawalski	Palmer, MA	Nancy A. Preissler	Palmer, MA

January	**2024**			
17	Kevin R. Lindahl	Vernon, CT	Alyssa A. Bouchard	Palmer, MA
20	Christopher S. Lessard	Palmer, MA	Emma Ruggiero - Sampson	Palmer, MA
22	Eugene C. Blanding Jr.	Palmer, MA	Tiffany Anderson - Thomas	Palmer, MA
February	**2024**			
18	Devon Scott Pelletier	Palmer, MA	Rocio Bausa Fernandez	Palmer, MA
March	**2024**			
4	Emaleth F. Hernandez	Palmer, MA	Lukas St. Germain	Palmer, MA
4	Raymond E. Randall	Palmer, MA	Ashely N. Dipallo	Palmer, MA
16	Anthony Pupillo	Palmer, MA	Amanda R. Dubeau	Palmer, MA
30	Stephen G. Coache	Palmer, MA	Arlene Louise Domey Coache	Palmer, MA
April	**2024**			
4	Timothy H. Allen Jr.	Palmer, MA	Corrie Jean O' Brien	Palmer, MA
13	Adam K. Caruso	Palmer, MA	Jessica R. Richard	Palmer, MA
29	Frederick R. Marshall Jr.	Palmer, MA	Kimberly A. Cantino	Palmer, MA
May	**2024**			
8	Adam C. Chandler	Palmer, MA	Breanna C. Morse	Palmer, MA
14	Elijah J. Rodriguez	Springfield, MA	Alexis L. Tatro	Palmer, MA
18	Meaghen E. Chalmers	Palmer, MA	Catherine A. Roberts	Palmer, MA
25	Jose Alexander Turcios Rodriguez	Palmer, MA	Katherine L. Bourdeau	Palmer, MA
30	Tyler James Larrivee	Palmer, MA	Jazminlee Ann Flores	Palmer, MA
31	Corbin J. Mount	Palmer, MA	Emily H. Bacon	Palmer, MA
June	**2024**			
8	Tyler A. Desmarais	Palmer, MA	Emily A. Kubacki	Palmer, MA
8	Francois J. Fernandes	Palmer, MA	Theresa M. Nallett	Palmer, MA
17	Brendan N. Campbell	Palmer, MA	Nancy E. Vega	Palmer, MA
17	Jalen N. Hamberger	Palmer, MA	Ashley N. Cami	Palmer, MA
21	Richard S. Martinek	Palmer, MA	Rebecca J. Feldberg	Palmer, MA
29	Nicholas R. Lamb	Palmer, MA	Bethany R. Menard	Palmer, MA

Deaths FY2024

Date:	Name:	Age:
July	**2023**	
1	Lukacs, Richard Wayne	66
1	Rebello, Barbara Marie	92
1	Rinoldo, Deborah S.	69
2	Cedeno, Jiraiya	3 M
6	Farnsworth, Helen Theresa	95
7	Gilbert, Donna A.	70
7	Haynes, Patricia	67
7	Pyzocha Jr., John J.	73
7	Teschner, Craig D.	73
10	Duncanson, Sharon L	54
12	Schoolcraft, Robert Burns	95
13	Gauthier, Paul F	74
13	Gonzalez, Jose Antonio	77
15	Hovat, Katherine	88
15	Robidoux, Madeleine	88
15	Paquette, Margaret Mary	105
16	Skutnik, William Stanley	88
17	Bak, Joseph John	77
17	Peritz, David Michael	50
18	Witt, Susan J.	74
19	Giza, Carol Elizabeth	83
21	Miller, Alexis Elizabeth	25
22	Suprenant, Phillip M.	63
24	Bacyk, Maryann F	79
24	Santos, Walter	98
29	Willis, Robert Francis	76
30	Coronity, James V.	57
30	Dupell, Richard Arthur	62
31	Reil, Jennifer Anne	43
August	**2023**	
2	Guertin, Walter R.	88
4	Doyle, Elizabeth A.	90
5	Lukis, Kenneth Michael	78
6	Charter, Laura Susan	72
6	Kenny, Colleen D.	43
13	Sherwood Jr., Paul F	83
20	Boucher Sr., Robert J.	80
22	Babinski, Zbigniew	61
22	Matney, Donna M.	63
25	Finnegan, Robert Francis	74
25	Strange, Grant Evans	74
26	Boynton, Richard S.	71
30	Rozzen, Lisa A.	58

Date:	Name:	Age:
September	**2023**	
2	Bessette, David Joseph	81
2	Holcomb, Priscilla Marie	83
4	Osborne, Barbara Lena	71
5	Messier, Carolyn M.	88
6	Erickson, Arthur Wayne	76
6	Moylan, Avery Quinn	28
8	Schenk, Douglas Carl	85
9	Fraska, Nichol Monique	38
9	Petrashewicz, Lillian M.	88
10	Mega, Susan Helen	76
13	Garner, Katie L.	89
14	Graham Jr. Ralph E.	79
15	Diluzio, Carl L.	79
16	Jasiekiewicz, Eva	93
17	Castledine, Sylvia W.	98
19	Banach, Evelyn Cecila	98
19	Dumont, Steven P.	62
19	Meffen, Eric Robert	46
20	Roncalli, Daniel Joseph	83
21	Sasur, Anthony	80
22	Bassett, Pamela	66
24	Herlihy, Adeline Marie	93
25	Zemojtel, Walter Henry	65
27	Barlow, Michael	75
27	Raby, Carole Ann	79
30	Kent, Nancy K.	76
October	**2023**	
4	Bernadone, James Francis	75
4	Regis, Marion L.	92
5	Sullivan Patricia M.	77
11	Swistak, Carol A.	82
12	Ridz, Florence M.	99
13	Anderson, Kevin Gordon	59
13	Learned, Thelma	94
15	Bonnayer, Sandra Lee	73
15	Kaczuwka, Alice M.	93
17	Methot, Robert L.	82
17	Sullivan Rosella	81
22	Cotti, Claire	78
22	Pierre, Evena	60
25	Young, Candice Jane	78
27	Becker, Erich P.	57
28	Thorpe, Peter G.	90
31	Jasak, Charles Henry	89

November	2023	
1	Motyka, Mary Ann	97
5	Atwell, Earle H.	84
6	Rivera, Andrew	37
8	D'Arcy, Kathleen	82
9	Kutniewski, John	65
12	Flegert, Janice Delight	74
12	Treadwell, Linda J.	64
14	Blanchet, Clement Leon	90
16	Keyes, Donald Alan	67
17	Beauregard, Ronald	58
20	Woods, Michael Clinton	62
21	Donoghue, Susan Clara	77
23	Rennie, Brenda	58
24	Cadieux, Becky Lee	43
23	Rennie, Brenda	58
29	Clavette, Bonita Marie	29
29	Lloyd, Linda Mae	74

December	2023	
3	Andrade Jr., Joseph B	81
3	Dyer, Linda K.	72
3	Ouimette, Patricia	73
3	Sinervo, Jean	91
3	Spidle, Mark George	68
4	Iskhakov, Davron	83
4	Marcinkiewicz, Shirley Barbara	89
9	Terrinca, Delfina Amaro	90
10	Banas, Joseph John	92
11	West, William T.	77
12	Backus, Margaret Colbert	95
12	Evaristo, Judith Anne	78
13	Kolodziej, Hannah Marie	28
13	McHugh, Irene	84
14	Zeiler, Robert Marshall	78
15	Wilk, Shirley Ardel	91
16	Mrozek, Edward Francis	89
18	Miller, Dennis Alan	74
20	Cox, Kathleen A.	56
21	Harrington, Barbara Ann	89
25	Guilbault, Ruth Olivia	97
75	Donnelly, Katherine Louise	65
28	Cole, Brenda Mae	75
28	Trudeau, Robert Francis	90
29	Cullen, Wayne C.	73
30	Bissaillon, Edmond Alfred	80
30	Byoreck, Carl Joseph	88
30	Cheesey, Janet Elizabeth	85

January	2024	
1	Ingersoll, Ralph Edward	74
2	Tassinari, Nancy A.	65
2	Whitten Jr., William Franklin	79
3	Dearden, William Arthur	85
4	Lagacy, Richard George	85
7	Holly, Marc T.	64
8	Columbo, Joseph	92
10	Pascale, Edward	87
10	Russell, Diane	55
13	Barton, Linda Ann	83
13	Mackenzie, Daniel James	55
14	Cooley, Bruce Whitney	93
17	Hardy, Scott A.	43
18	Russell, Wayne Stephen	71
19	Couture, Madeleine Yvonne	88
21	Beck, Susan L	76
22	Sattler, Maria Rosanna	86
22	Sullivan, Joanne Elizabeth	79
23	Charland, Donald	81
25	Therrien, Barbara J.	85
25	Walmer, Keith A.	62
27	Saltmarsh, Diane	73
28	Higginbottom, Harold Powell	88
29	Cooledge, Theodore	78
30	James, Thomas Fillmore	75
30	Papineau, Mary Ann	93

February	2024	
4	Morrison, Elizabeth Louis	92
6	Cioffi, Megan Marie	37
7	Gaudette, Robert Louis	77
8	House, Beatrice	93
11	Cavanaugh, Carol Ann	83
11	Dupre, Deborah M.	72
12	Banas - Clark, Sandra	76
13	Burton, Roland Douglas	88
15	Fauteux, Elizabeth Ann	91
15	Guenther, Terry E.	75
15	Hamilton, James R.	69
17	Stevens, Patricia Ann	80
19	Martin, Danielle N.	28
20	Gray, Gavin Edward	37
21	Desourdy, Paul C.	84
21	Zietkowski, Gladys Mildred	90
22	Wood, Lana Lee	85
23	Lafountain, Jeremy L.	48
25	Hermanson, Sarah Ann	46
27	Morrison, Peter Leo	66

March	2024	
3	Gurney, Mark Allen	57
3	Kwasniewski, Stephen R	55
4	Cardin, Rose	57
4	Sirois, Myra Denise	68
5	Biagetti, Laura L.	54
5	Brouillette, Simone Emily	84
6	Hodgdon, John Winslow	75
8	Robert, Jane Helen	87
13	Barrett, Dale Edward	76
14	Brozek, Frederick Peter	89
14	Stendrup, Robert M.	92
19	Putek, Glenn M.	74
23	Corsi, Ann Marie	68
27	Boutot, John	53
27	Donesing, Som	101
27	Pisarczyk, Helen Louise	97
29	Raymond, Elizabeth Rose	84

April	2024	
4	Santana, Rosa	83
6	Roach, Kelsey Ryan	31
10	Stephens, Sandra Jean	76
11	Marcinowski, Michael Walter	67
13	Palmere, Dorothy Ellen	62
15	Rabin, Jean Y.	92
16	Curylo Jr, John J	59
17	Spauldin, Doris Sandra	66
19	Benson, Karen	65
19	Corcoran, Karen Lee	68
19	Grimes, Karen Jean	67
20	Knight Ashley Marie	36
22	Henderson, James A.	99
24	Daly, Ann Shirley	81
24	French, Betty E.	101
24	Leborgne, Peter Thomas	79
24	Piechota, Tammy Jean	61
25	Moulton, Nancy Lee	77
27	Castagnaro Sr, Richard Paul	70
30	Clough Constance Patricia	84
30	Speer, Stanley	101

May	2024	
1	Ortensi, Deborah	65
4	Rivard, Linda G.	77
5	Singleton, Donald Gene	82
8	Alexander, Deborah Marie	69
8	Bird, Joseph H.	102
8	Kimber, Rhonda Ellen	69
16	Dunn, Robert Bruce	65
17	Cormier Omer O.	86
17	Dixon, Alice Faye	75
22	Lecuyer, Linda Lou	69
22	Mercado, Alysia	30
23	Miner, Jean Marie	71
25	Poulin, Joseph Gerald	83
27	Holdsworth, Suzanne Marie	79
30	Bachand, Dorothy A.	91
31	Carroll, Melvin Lloyd	80

June	2024	
2	Rubin, Bruce	73
4	Giza, Wanda Mary	97
5	Beaulieu, Francis Harold	94
6	Meurisse, David John	83
9	Recinos, Mario Antonio	56
14	Maziarz, Stanley Andrew	87
20	Duval, Michael Paul	69
22	Karpinski, Katherine Myrtle	83
24	Laviolette, Robert M.	88
26	Bennet, Roberta Annette	89

TOWN OF PALMER

Town Administration building
4417 Main Street
Palmer, MA 01069

Donald Blais, Chair
Peter Izyk, Vice Chair
David Cotter
Courtney Guidry
Sandra McConathy
Elizabeth O'Connor
Nicolas Zeo

Jessica Ladin,
Conservation Agent

CONSERVATION COMMISSION

FY24 Conservation Commission Report

The Palmer Conservation Commission and its Agent (The Commission) administer and enforce the Massachusetts Wetlands Protection Act (WPA) (M.G.L. Chapter 131 Section 40) and associated regulations (310 CMR 10.00). The Commission also reviews all Forest Cutting Plans within the town, all septic system plans within the jurisdiction of the WPA and any project within areas of protected rare/endangered species and/or priority habitat governed by the National Heritage Endangered Species Program (NHESP), a division of the Massachusetts Fisheries & Wildlife.

Additionally, the first powers given to Conservation Commissions in the Conservation Commission Act (MGL Chapter 40 § 8C) focused on "promotion and development of natural resources...and protection of watershed resources." Under these powers Commissions undertake planning, acquiring and managing open space, and encouraging and monitoring conservation and agricultural preservation restrictions.

The Palmer Conservation Commission held meetings regularly between July 1st 2023 and June 30th 2024, typically the first and third Tuesday of each month. The Commission held a total of 17 meetings and performed numerous site inspections to ensure compliance throughout every phase of construction, from pre-activity to final site stabilization. Additionally, the Agent performed 9 well and septic reviews, 18 building permit site inspections, and 2 administrative approvals, to ensure that all projects have been reviewed for Commission jurisdiction before further approval.

Conservation Commission Members

Appointed Commission Members:

Chair	Donald Blais Jr.
Vice Chair	Elizabeth O'Connor
	Peter Izyk
	David Cotter
	Courtney Guidry
	Sandry McConathy
	Nicholas Zeo

Staff:

Conservation Agent	Justin Enright

During FY24, Peter Izyk and Nicholas Zeo were reappointed to the Commission for another 3-year term.

Table 1: Total filings for Conservation Commission per Category per year

Permits	Total FY24	Total FY23	Total FY22	Total FY21	Total FY20	Total FY19	Total FY18
Determination of Applicability	7	5	7	11	7	9	10
Orders of Conditions/Amended Orders of Conditions	6	11	5	6	5	13	11
Extensions of Orders of Conditions	1	3	2	1	1	3	1
Orders of Resource Area Delineation	0	0	1	1	1	3	4
Enforcement Orders/ Cease and Desist Letters	6	4	6	0	9	22	12
Emergency Certifications	4	2	6	1	5	17	9
Certificates of Compliance	2	9	5	5	6	6	7

The "Mass Leads Act" and automatic permit extensions: On November 20, 2024, Massachusetts Governor Maura Healey signed the "Mass Leads Act", a comprehensive economic development bill that included provisions to extend the life of land use permits. Section 280 of Chapter 238 of the Act provides that permits in effect during the "tolling period" of January 1, 2023 to January 1, 2025, inclusive, shall be extended for a period of two (2) years from its expiration date. For example, a permit that had a stated expiration date of February 1, 2023 would have a new expiration of February 1, 2025. This Act affects the Certificate of Compliance requirement on open permits during FY24.

Significant Accomplishments for FY24

LAND Grant Award: The Barker Street Conservation Area Project was selected by the Executive Office of Energy and Environmental Affairs (EEA) to receive up to $84,350 in state Local Acquisitions for Natural Diversity (LAND) Grant Program assistance. The Commission purchased L43 Barker Street, a parcel of land along the Chicopee River abutting the Red Bridge State Park. This 13.3-acre parcel has well-developed trails along the river and creates access to two (2) other parcels of town-owned property.

2024 Earth Day Cleanup: The Conservation Commission held the 5th annual Earth Day Cleanup at Laviolette Field on April 20th from 9am to 12pm. This event was town-wide and encouraged volunteers to spread out through Palmer and clean-up their own neighborhoods or favorite spots in town. Approximately 30 volunteers participated, filling a 30-yard dumpster with trash from roadsides, conservation areas, parks, and rivers.

C4R Water Sampling and Blue Trail: During the summers of 2023 and 2024, the Palmer Conservation Commission partnered with Chicopee 4 Rivers Watershed Council (C4R) for the 9th and 10th years to conduct bacteria sampling at town rivers and waterbodies. Results can be found on the Connecticut River Conservancy's "Is it Clean?" website and the Town of Palmer Conservation webpage. This monitoring effort informs the public whether it is safe to participate in recreational activities by MassDEP's water quality standards. Samples were taken from 7 sites in the watershed, from early June to early September. Sampling locations included the

Swift River at First Street, the Ware River at State Street, Forest Lake Beach, and four points along the Quaboag River including off Water Street, Route 20, Route 67, and below Route 32 bridge. C4R also conducted reconnaissance river paddles, to help determine the best spots for kayak access on the Quaboag River, in coordination with development of the regional "Blue Trail" on the Quaboag, Ware, Chicopee, and Swift Rivers. Just as hiking trails are designed to help people explore the land, blue trails (or water trails) are dedicated stretches of rivers that have special clean water safeguards and are recreational destinations for fishing and boating. The Blue Trail in Palmer would be a community resource, connecting people to treasured landscapes.

Midura Family Fun Day: In August 2023, the Conservation Commission, Palmer Recreation Department, Three Rivers Fire Department and Palmer Fire Department partnered for an event to educate the public about our local ecosystems as well as trail safety. The event included guided trail hikes, Eastern Bluebird box building, trail search and rescue education, and a cookout.

Permitted Projects during FY24

The 2024 fiscal year included issuing permits for project plans that were reviewed and approved by the Conservation Commission, as well as the construction and completion of projects that were permitted the previous fiscal year, such as the First Street fishing pier and BlueWave Solar at Tables.

The Palmer Conservation Commission would like to thank all the volunteers who have offered their time, expertise and support this past year. It is because of community support that we can keep our conservation areas maintained, preserved, and accessible to the public.

Respectfully submitted,

Jessica Ladin
Conservation Agent

FY24 PLANNING BOARD REPORT

The Palmer Planning Board, consisting of five elected members, met regularly during the twelve-month period of July 1, 2023, through June 30, 2024. It is the Board's policy to meet on Monday nights as often as necessary to conduct business deemed appropriate under Massachusetts General Laws and the Charter of the Town of Palmer.

The Planning Department is comprised of the following elected members and staff:

Elected Board Members	
Chairman	Michael Marciniec
Vice Chairman	Norman Czech
Clerk	Shelby Lamothe
	Michael Dee
	Scott Day
Staff	
Town Planner	Linda Leduc (through Sept 2023)
	Heidi Mannarino (October 2023-present)
Administrative Assistant	Rebekah Wright (through Nov 2023)
	Maxwell Ballou (May 2024-present)

Throughout FY24, the Planning Board held sixteen regular meetings and conducted numerous site inspections. In addition to our own meetings, we attended meetings with other Boards and Committees as well as attended conferences, seminars and workshops to help better prepare our members for the positions for which they have been elected.

Within these public meetings, the Planning Board issued two Special Permits while rejecting none, and issued three Site Plan Approvals and one Stormwater permit. This fiscal year the Board endorsed eleven Subdivision Approval Not Required (SANR) plans that met current zoning requirements and therefore were deemed exempt from subdivision regulations. The Board also approved two minor amendments to existing Site Plans and granted Special Permits for the continued extraction of earth materials at the four active operations in Town. As in the past, yearly interim gravel inspections were conducted during the operating months of April, July, and October and all annually required operating documents and fees were collected.

Projects of note that were addressed by the Board in FY24 include the Truss Pine manufacturing facility located at 25 Ware Street, the commercial redevelopment of "Riverbend Laundry" at 2022-2026 Main Street, as well as the approval of construction for a 6,300 sq ft addition to Palmer Foundry located at 22 Mount Dumplin Road. The fourth quarter also brought with it election time which resulted in no change to the membership of the board.

Fiscal Year 2024 marked a significant year of transition for the Planning Department, as the department said goodbye to old staff members and welcomed new faces. We would like to extend our deepest thanks to Linda Leduc for her 17 years of dedicated service to the Town and celebrate her outstanding

contributions. We want to highlight her leadership on the award-winning Master Plan, and her commitment to advancing Palmer as a Green Community. We also want to thank Rebekah for her hard work and dedication to keeping the Department running smoothly. We greatly appreciate all the important work they did in the Planning Department, and wish them nothing but the best of luck in their future endeavors!

Looking ahead to FY25, the Planning Board is looking to begin discussions on amendments to the Zoning Ordinance to address the State led ADU zoning reform. The Board will also begin to pursue updates to section 171-68, the Floodplain District, to satisfy the current National Flood Insurance Program (NFIP) standards. This will be done with the guidance of relevant State and Federal agencies.

In closing, the Planning Board would like to thank the citizens of Palmer, elected officials, town boards and the Planning Department staff for assisting us in our planning endeavors.

Respectfully Submitted,

Michael S. Marciniec
Chairman

FY 2024 ANNUAL REPORT OF THE ZONING BOARD OF APPEALS

The Palmer Zoning Board of Appeals (ZBA) is charged with holding public hearings on applications received according to the provisions of Chapter 40A, Section 12, of the Massachusetts General Laws. The ZBA has the power to hear and decide administrative appeals made to decisions of the Zoning Officer, Findings as described in 171-83(J) of the Palmer Zoning Ordinance, and petitions for variances as provided in MGL Chapter 40A Section 10. During the 12-month period from July 1, 2023 through June 30, 2024, the Board held 2 public meetings.

In FY24, the Zoning Board of Appeals was comprised of the following appointed members:

Board Members	
Chairman	Dennis Fountain
Vice Chairman	Norman Czech
Clerk	Ingrid Thompson

During their yearly reorganization, the Board members voted to keep the same positions.

FY24 remained consistent with previous years in terms of applications, amounting to 2 applications total. The first application received was an Administrative Appeal made to the decision of the Zoning Officer to deny a building permit in accordance with §171-124(E), which limits the number of Marijuana Retailers in the Town of Palmer to three (3) at any one time. The subject property for this appeal was 1140 Thorndike St, Palmer. The application was withdrawn without prejudice in November 2023.

The second application sought a Variance from §171-35, Dimensional and Density Regulations. The Board granted the variance in April 2024, which allowed for the construction of a 20’x 28’ storage building within the front setback at 2001 Calkins Road, Palmer.

Respectfully submitted,

Dennis Fountain, Chairman

Building Inspection Services Fiscal Year 2024

During the Fiscal Year 2024 the Building Inspections Department processed:

781 commercial and residential building permit applications, with a fee total of $103,018.61. There were 10 new residential permits and 1 new commercial permit. The estimated cost for commercial and residential permits was $24,048,854.78.

43 Certificates of Inspection with a fee total of $2,310.00.

30 Solid Fuel Appliance Permits with a fee total of $1395.00

354 Electrical permits with a fee total of $34,859.44

133 Plumbing permits with a fee total of $11,867.00

83 Gas permits with a fee total of $8345.00

In total, 570 electric, plumbing and has permits were processed, with a fee total of $55,071.44.

The department processed 1298 total applications, collecting $162,165.05 in fees.

In addition to the above, many letters were sent regarding either building or zoning issues. While many of them are resolved through conversations, some may end up in the hands of the court.

Respectfully submitted,

William Fenner

MCBO, ZEO

BOARD OF HEALTH

The Palmer Board of Health is responsible for protecting public health through enforcement of state laws and regulations and raising public awareness on issues that impact health and safety. Our duties include food safety, disease prevention and reporting, ensuring sanitary living conditions, and safeguarding the environment from pollution. We are committed to maintaining compliance, preventing harm, promoting awareness, and protecting public health to enhance the wellbeing of our community.

Nicole Gauthier, Health Director, sees the daily activities of the Health Department. Health Supervisor, Christina Florence resigned from her role in April, 2023. Health Clerk, Deonna Gamache, and Board member Angela McGrath also stepped down from their positions earlier in the year. PHN, Rachael Summers resigned from her role in June, 2024. We're grateful for their service and contributions to the department over the years.

The Board consists of three members: Paul Benard, Chairman, Carol Sikorski, and we welcomed Daniel Belanger as the newest member of the board. The Board meets on the third Monday of each month at 5:30pm in the Town Hall.

Complaint Enforcement and Investigation:

The Massachusetts Sanitary Code, Chapter ll Minimum Standards of Fitness for Human Habitation provides detailed standards for safe and sanitary housing. Inspections are made upon request or when a complaint is received. The Board of Health also investigates all nuisances, unsanitary conditions, sources of filth, and causes of sickness within the town. This year we investigated more than **480** complaints.

NICE Committee:

Blighted, abandoned & nuisance properties create safety hazards and lower property values. Working in close partnership with other departments we continue to seek out owners of these properties and encourage them to voluntarily make repairs. If owners refuse, then enforcement action is taken by code officials from our Neighborhood Improvement through Code Enforcement (NICE) committee. Officials then work with owners to meet compliance. Funds are used to board and secure these properties as needed and mitigate hazards when owners are unwilling or unable to do so.

Title 5: Sanitary Sewage Disposal:

The Department of Environmental Protection (DEP) regulates the surface disposal of sanitary sewage known as Title 5 of the State Environmental Code. The Board of Health's role is to enforce the Title 5 regulations by reviewing preliminary plans for siting and design, witness percolation tests, act upon applications for permits to install, modify and repair septic systems, inspect septic installations, repairs and upgrades and order corrective measures when violations are found. To ensure proper handling, the Board of Health requires annual permits for septage disposal installers and sewage haulers.

Wells:

Private well permits are required to protect public health and safety and the environment by requiring proper sitting, construction and testing of private wells. Palmer requires private drinking wells to be tested at the time of property transfer to ensure the drinking water is within the acceptable limits to prevent disease and illness.

Food Service:

The Board issues licenses and inspects all food establishments under 105 CMR 590.000: State Sanitary Code Chapter X – Minimum Sanitation Standards for Food Establishments. Food establishments must be inspected twice a year for facility cleanliness, food safety, food security, consumer protection and up-to-date certifications. During a review period it was identified that some establishments had not been recently inspected for food safety. The department is actively working to ensure all establishments meet current compliance standards. All foodborne illness reports are immediately investigated.

Animal Control & Animal Inspector:

In December 2023, Nicole Gauthier was appointed as Supervisor for the Mill Towns Regional Animal Control (MTRAC). She is responsible for overseeing operations, personnel, and inter-municipal coordination across participating towns. A second full-time position was negotiated into the budget in response to increased call volume and the growing need for coverage. This position was filled by ACO Katrina Klein in May of 2024. ACO Sydney Plante and ACO Klein with support from per-diem ACO's Juli Sorrel and Abbigail Parent investigate animal control related issues in Palmer, Monson Ware and Brimfield. Responses include loose domestic animals, trapping of feral cats, nuisance complaints, emergency transport and investigations of cruelty in coordination with police departments. Officers responded to **906** animal calls in Palmer. In collaboration with the Board of Health, the Animal Inspector, Sydney Plante investigates animal bites and possible exposure to rabies from domestic and wild animals.

Mill Towns Regional Public Health

Mill Towns Public Health strengthens local public health in the towns of Ludlow, Palmer, Warren and West Brookfield by sharing staff and services. This approach enhances coordination, public engagement, and access to support services. This year we welcomed Shared Services Coordinator, Erin McMurray and Licensed Clinical Social Worker, Ashley Jediny who support regional planning, community outreach, and connections to behavioral health and social services. Ludlow is the lead community in this regional collaboration.

Communicable Disease Control:

The Massachusetts Bureau of Communicable Disease Control requires the Board of Health to conduct a disease surveillance follow-up investigation for all notifications of confirmed or unconfirmed communicable disease events in the Town. Palmer is in the Massachusetts Virtual Epidemiologic Network – (MAVEN). Investigation and follow-up are handled by PHN, Rachel Somers and Health Director, Nicole Gauthier.

Vaccine Clinic

The Palmer Board of Health in collaboration with Healthy Quaboag and the Palmer Public Library hosted a COVID-19 and Flu vaccine clinic at the Palmer Public Library on November 16th 2023. **51** Vaccines were administered at this clinic. According to the Health improvement Plan Coordinator for Quaboag Hills, this was the second highest number of people vaccinated between all of their clinics.

Tobacco:

We continue to be a part of the Pioneer Valley Tobacco Control region (PVTC) and participate in bi-annual compliance checks and educational visits with tobacco control officers for the state. This past year **1** tobacco retailer failed the sting operation by selling tobacco products to minors.

Hampden County Health Coalition (HCHC):

We are members of the Hampden County Health Coalition. The Coalition coordinates and collaborates with public health entities to improve and safeguard the quality of life for our residents and plan for natural and man-made disasters through emergency preparedness.

Pioneer Valley Mosquito Control District (PVMCD):

We continue working with other communities and the State Reclamation and Mosquito Control Board through our membership in the Pioneer Valley Mosquito Control District. PVMCD works to serve our community by monitoring and suppressing both nuisance and disease-carrying mosquito populations. PVMCD maintains constant communication with local boards of health to ensure public awareness in the spread of mosquito borne illnesses throughout the district. It is thanks to this communication that Palmer Board of Health was able to notify the public about West Nile Virus positive mosquitoes in our area and quickly provide the necessary information to residents this year.

Needle Collection:

The Board of Health continues to offer a kiosk for sharps. The sharps kiosk is in the town hall and is available to the public during normal business hours.

The Board and staff acknowledge and appreciate the collaboration of all Town Boards, Departments, Commissions and Community Organizations.

Respectfully Submitted,

Palmer Board of Health

PALMER COMMUNITY DEVELOPMENT
FY24 ANNUAL REPORT

Mission

The Palmer Community Development Department (PCD) integrates all the town's Community Development Block Grant Funding (CDBG) and other grant funding to assist low- and moderate-income residents or other grant activities in the Town of Palmer. Grants are provided by the Massachusetts Executive Office of Housing and Livable Communities (EOHLC) with funding from the U.S. Department of Housing and Urban Development (HUD).

The Palmer Community Development Department Office (PCD) monthly progress report is below.

Community Development Block Grant (CDBG)- FY 2019 Grant ($824,800) – Closed

All benchmark goals were achieved, and the grant closeout was on March 1st, 2024.

Community Development Block Grant (CDBG)- CARES Act CDBG Funds ($868,364.43) - Closed

All benchmark goals were achieved, and the grant closeout was on April 8th, 2024.

Community Development Block Grant (CDBG)- FY 20 Grant

Table 1 CDBG FY20

Activity Grant Period 1/1/21 to 12/31/24	Award Amount	Spent to Date	
		$	%
Housing Admin	$72,493	72,493.00	100.0%
Rehab Loans/Grants	$506,250	$476,059	100.0%
Design Admin	$3,000	$3,000	100.0%
Design only	$30,000	$30,000	100.0%
Planning	$38,000	$38,000	100.0%
Social Services Admin	$8,000	$8,000.00	100.0%
Social Services	$106,607	$106,607.00	100.0%
General Admin.	$60,650	$60,650.00	100.0%
TOTAL	$825,000	$825,000.00	100.0%

The FY20 CDBG grant ended on December 31st, 2024. All activities are complete, and all goals have been accomplished, including 17 units of housing rehabilitation. The grant is in the closeout process.

Community Development Block Grant (CDBG)- FY 21 Grant

Table 2 CDBG FY 21

Activity Grant Period 1/1/2022 to 3/31/2025	Award Amount	Spent to Date	
		$	%
Housing Admin	$44,000	$44,000	100.0%
Housing Rehab	$120,000	$120,000	100.0%
Playground Admin	$4,173.73	$4,131.73	100.0%
Playground	$496,328.17	$496,328.17	100.0%
Depot Park *Included Above	*$28,370		
Social Services Admin	$4,449.63	$4,449.63	100.0%
Social Services DVTF	$9457	$9,457.47	100.0%
Social Services Patch	$57,500	$57,500.00	100.0%
Social Services Connect	$38,500	$38,500.00	100.0%
General Admin	$50,633	$49,949.34	100.0%
TOTAL	$825,000	$807,998.94	100.0%

All benchmark goals have been met or exceeded: 4 units were proposed 7 units were achieved of Housing Rehabilitation, Hryniewicz Park Improvements, Depot Park improvements, Job-related transportation (Quaboag Connector), the Palmer Domestic Violence Task Force, the PATCH domestic violence advocate, and administrative funding. Housing rehabilitation included a 6-family and a single-family property, totaling 7 units of housing rehabilitated. This grant closed on March 31st, 2025, and the closeout procedure has started and will be completed by April 30, 2025.

DHCD CDBG 2022-2023 Grant Year

Table 3 FY2022 - 2023

Activity Grant Period 7/1/2023 to 12/31/2025	Award Amount	Spent to Date	
		Expenses	% Spent
Program Delivery	$82,215	$25,471.06	30.98%
Streets/Sidewalks	$995,000	$74,000.00	7.4%
Program Delivery	$12,269	$10717.90	87.3%
Domestic Violence Prevention Services	$68,675	$25,020.38	37.5%
Domestic Violence Prevention Services	$15,000	$14,924.70	99.5%
Job-related Transportation Assistance	$38,572	$38,572.00	100.0%
General Admin.	$138,269	$65,966.69	47.71%
TOTAL	$1,350,000	$254,672.23	18.9%

The Executive Office of Housing and Livable Communities (EOHLC) awarded the combined FY22 & FY23. This grant includes needed infrastructure work on Maple Street, design services for Maple Terrace and Community Social Services, and administrative costs. The Maple Street and Maple Terrace project will complement the previous FY21 Hyrniewicz Park Renovation project. The Social Services activities are under contract. The Maple Street and Maple Terrace construction started on May 5th, 2025. A. Martins and Sons Inc. of Ludlow, Massachusetts, received the award. Weston and Sampson are project consultants for construction monitoring and administration. Considerable progress has been achieved on Maple Street with the installation of sub-structures (Manhole) and main water valves. Periodic progress reports will indicate further milestone completions.

EOHLC FY24 CDBG Grant:

Table 4 FY24 Budget

Activity Grant Period 7/1/2023 to 12/31/2025	Award Amount	Spent to Date	
		Expenses	% Spent
Program Delivery	$35,540	$1,024.34	2.9%
Streets/Sidewalks	$821,500	$0.00	0.0%
Program Delivery	$4,108	$0.00	0.0%
Job-related Transportation Assistance	$38,572	$3,839.08	10.0%
Domestic Violence Prevention Services	$10,825	$0.00	0.0%
General Admin.	$39,455	$0.00	0.0%
TOTAL	$950,000	$4,863.42	0.5%

FY24 Grant was awarded to Palmer on July 22nd, 2024. The primary goals are similar to the FY22-FY23 Grant above, the key difference is the completion of the Maple Terrace Infrastructure project in this grant. The Maple Street and Maple Terrace construction started on May 5th, 2025. A. Martins and Sons Inc. of Ludlow Massachusetts received the award. Weston and Sampson are project consultants for construction monitoring and administration.

EOHLC FY25 CDBG Grant

The Palmer Town Council and Town Manager approved the Community Development Department's request to apply for the Massachusetts Executive Office of Housing and Livable Communities (EOHLC) FY25 CDBG Grant funds for $850,000 on December 9th, 2024. The grant would fund infrastructure-related work and design, local social services, and general administration funds. The grant will be administered for 18 months. The grant application was submitted successfully on April 10th, 2025. Awards are anticipated to be announced in late July of 2025.

Other

Leo S. Walsh Foundation- LSW's generous donation of $5,000 to help the beautification of Hryniewicz Park will be the second of its type. The Previous $5,000 has provided funds to aid in the restoration of the Gazebo painting and the restoration of the railings. The Palmer DPW replaced the balustrade and facilitated a painting of the gazebo for $3,950. The remaining funding of $1,050 will aid new plantings around the Gazebo and Memorial. Additional improvements are ongoing due to additional donations from the LSW Foundation. The remaining funds are proposed to be used to purchase and install two sunshade-covered picnic tables in the playground area of the park.

Palmer High School "School-to-Career Program" - We have partnered with Palmer High to include an eligible student to intern with "School-to-Career" with PCD for selected activities for our operations such as marketing, electronic records, and other duties beneficial to operations. The Palmer High School teaching staff administers the program. The School-to-Career Interns (6) have been placed with the Town of Palmer since the 2022 school year. We retained the interns as seasonal temporary administrative clerks to help cover the office's seasonal needs. The interns have been outstanding members of the team and a great example of Palmer High School's academics.

The Palmer Fuel Assistance Program – To date, the 2024-2025 heating season has assisted 86 families with an amount totaling $50,000 using ARPA Funding with an average of $576 per household. Palmer Fuel Assistance has been allocated an additional $28,000 of ARPA funds for fuel assistance, and 17 families have been assisted to date; ongoing applications are still being accepted. Information and applications have been distributed directly to residents or through the town website and social media. Inflation is still high, and fuel costs, along with lasting near-zero temperatures, have led to increased daily requests for fuel assistance.

John J. Mullen, Sr & Beatrice M. Mullen Family Charitable Foundation 2025 Fuel Assistance

The generous $7,500 donation will help provide fuel assistance to 12 families. The foundation has assisted multiple local organizations, providing disadvantaged families with food, medical needs, and other types of community-based services. The family's dedication to the community has helped many area residents with essential basic needs. The cost of fuel, medicine, and food has been on the rise again, causing low-income residents to choose which bill is the highest priority. I commend the Mullen Family for their lasting commitment and dedication to the community.

The Community Development Office partners with these committees/groups:

- Quaboag Valley Community Development Corporation (QVCDC)
- Palmer Domestic Violence Task Force (DVTF)
- Palmer Council on Aging
- Behavioral Health Network (BHN)
- Pioneer Valley Planning Commission
- Wayfinders

PALMER COUNCIL ON AGING ANNUAL REPORT FY24

The mission of the Palmer Council on Aging/Senior Center is to identify the total needs of the senior population, to promote and encourage new and existing activities, to provide services and education to enhance the quality of life for elders and to assist elders to age with dignity and independence. Senior Center staff are responsible for creating an atmosphere that acknowledges the value of human life, affirms the dignity and self-worth of the older adult participant, and maintains a climate of respect, trust, and support. Within this atmosphere, the staff creates opportunities for older adults to apply their wisdom, experience, and insight and to exercise their skills.

Council on Aging Board Members: Chairperson; Cathy Plouffe, Vice Chair; Sandy Gilman, Lisa Contrino, Victoria Randolph, Mary Fife, Bridget Donato, Martha Mundel and Mary Desantis

The senior center was able to provide a broad range of services to Palmer's 60+ populations during the Fiscal period **July 1, 2023, through June 30, 2024.** The 2020 Census shows that there are 3446 senior citizens in the Villages of Palmer. Of the 3446 Senior Citizens of Palmer, approximately 1209 unduplicated elders received a direct or indirect service from the Council on Aging. We recently added two new service programs: Foot Care Specialist with Kylie Putis and Blood Pressure Nurse with Pat Prew. Both will be a welcoming asset to the center.

The center continues to provide Zumba on Monday's, Chair Yoga on Tuesday's, Strength training on Wednesday's. We recently added three more exercise programs that include Empower Hour & Virtual Chair Yoga on Thursday's, and Dance and Movement on Friday's taught by retired Chiropractor Dr. Opper.

To meet the social needs, the center offers a wide variety of activities both on a daily schedule and weekly schedule. This includes breakfast on Tuesday/Thursday, and lunch on Monday, Wednesday, and Friday. We offer Wii, pitch, painting, fresh veggie market, Reiki, exercise, movies, coffee social, pool table, corn hole, virtual learning, virtual exercise, stationary exercise bikes, writing group, outreach services, entertainment, educational programs, lunch bunch, board games and trips. The center also offers bi-weekly, monthly and our yearly programs like the annual picnic at Pulaski Park, 90th Birthday Party, Volunteer Luncheon, Mother's/Father's Day Celebration, Craft Fair, and all other celebrations in between.

This past fiscal period we started offering bi-weekly evening programs on Monday, those have been successful, and we are looking to add two more evenings by the end of this fiscal period. We also recently added a monthly writing group, Diamond Dot painting and brought a favorite back Bake and Take. Last fiscal period we had 6816 total event sign-ins.

Outreach continues to be a much needed and utilized service to the elderly of Palmer. There were 518 unduplicated seniors who received services through the center's outreach program, with a total of 934 duplicated service units; including, but not limited to home & office consultation, phone consultation, fuel assistance, Knox boxes, housing, family support, insurance, nutrition, cell phone, medical, homecare, nursing home, elder abuse, utilities, and support services.

Our Outreach Coordinator is S.H.I.N.E. certified and can assist our elders with health insurance. We will continue to provide free S.H.I.N.E. services by phone from the Springfield Agency. The center provided RUOK phone calls this past fiscal year. We had eighteen unduplicated seniors with a total of 372 calls made.

The center offers breakfast and lunch; Monday, Wednesday, and Friday we serve lunch from 11:30-12:00 from Greater Springfield Senior Services and breakfast on Tuesday and Thursday from 9:30-10:00 from Pathfinder Tech. During the last fiscal period we served 2394 meals for our lunch and breakfast programs. The Palmer area still receives meals on wheels from Greater Springfield Senior Services. The center provides transportation services through our two vans and volunteer senior driver program; last fiscal period we provided 1352 rides.

There have been no changes in the distribution of Brown Bags. We provided a total of 852 bags. The center was fortunate this year to receive two service grants from MCOA to provide a weekly fruit and vegetable stand, we also worked with CISA, D&R farms, and Greater Springfield Senior Services, for farm to table programs.

The center is still contracted with a Senior Community Service Employment Program to assist 55 + year old seniors who are looking to get back into the work force or start a new career. SCSEP is the largest program offered by the Center for Workforce Inclusion. If anyone over 55+ is interested in getting back into the work force, please stop by the center to fill out an application and we can connect you with the employment program from Springfield.

The above program is under Title V of the Older Americans Act; as well as state and local grants which enable them to help thousands of low-income individuals, age 55 and older. The participants are placed in the community service positions (like the center) they are paid through the program but provide a service at the center, presently we have one participant who presently works as an assistant with our Activity/Volunteer Coordinator.

The center has submitted the Age and Dementia Friendly Community report to MCOA, and we have been granted Dementia Friendly Community status. We are still in the process of sending the submission form (Age Friendly Community Assessment and Action Plan) to AARP. The Age/Dementia Friendly Community was initiated in 2015 at the White House Conference on Aging, Dementia Friendly America, which hosts online tools and resources about how to create communities that are more inclusive and supportive of people living with dementia as well as their caregivers.

Last fiscal period we had eleven volunteers who donated 1869 hours of their time to the senior center, which equals $ 28,035.00 worth of services according to Elder Affairs. THANK YOU!! The center received over $ 68,400.00 in grant money last Fiscal Period.

I want to take this time to thank all staff, our volunteers, and the COA Board for all their hard work throughout this last fiscal period. The center will be going through some changes with signing in, creating more advertising opportunity and programs.

Respectfully submitted,
Marlene Johnson
Executive Director

BOARD OF ASSESSORS REPORT FY2024

Staff:
Rachael L. Carney, Principal Assessor
Jill Chalifoux, Assistant Assessor

Appointed Assessors:
Michael J. Burns, Chair
Lawrence M Jasak, Clerk
Brenda Binczewski, Member

On behalf of the Board of Assessors, our staff, and myself, I would like to express our sincere appreciation to the citizens of Palmer for the cooperation extended to us in carrying out our functions.

The Board of Assessors implements policies and procedures that ensure operational efficiency and Town of Palmer property owner tax equity. One essential function is ongoing cyclical inspections wherein we review parcels to confirm that our records and assessments are accurate. Furthermore, these cyclical inspections are a prerequisite for certification of property values by the Department of Revenue.

The FY 2024 Tax Rate was $17.15 per $1000 of assessed value. This rate was determined by dividing the tax levy of $23,077,912.64 by the total assessed value of all taxable Real and Personal Property which was $1,345,650,882. The following is a summary from the Tax Rate Recapitulation sheets as submitted to and approved by the Massachusetts Department of Revenue:

Amounts to be Raised

Total Appropriations:	$47,184,619.01
Total Cherry Sheet Offsets and other amounts to be raised:	$80,914.00
State & County Cherry Sheet Charges:	$1,416,489.00
Snow & Ice Deficits:	$0.00
Overlay:	$149,713.64
TOTAL AMOUNT TO BE RAISED:	**$48,831,735.65**

Estimated Receipts and Other Revenue Sources

Estimated Receipts - State:	$14,708,839.00
Estimated Receipts - Local:	$6,478,891.00
Other Available Funds:	$3,406,862.53
Free Cash:	$1,159,230.48
TOTAL REVENUE SOURCES:	**$25,753,823.01**

NET AMOUNT TO BE RAISED: $23,077,912.64

Net amount to be raised	**/**	**Total Valuation**	**=**	**Tax Rate**
$23,077,912.64	**/**	**$1,345,650,882**	**=**	**$17.93**

TOTAL LEVY BY CLASS OF PROPERTY

PROPERTY TYPE	% OF LEVY	TAX AMOUNT
Residential	83.92%	$19,366,473.89
Open Space	0.00%	$0.00
Commercial	5.61%	$1,294,920.77
Industrial	3.86%	$890,285.11
Personal Property	6.61%	$1,526,232.87
	100%	**$23,077,912.64**

VALUATION BY CLASS

PROPERTY TYPE	VALUATION
Residential	$1,129,240,460.00
Open Space	$0.00
Commercial	$75,505,584.00
Industrial	$51,911,668.00
Personal Property	$88,993,170.00
TOTAL VALUATION	**$1,345,650,882.00**

NEW GROWTH

Proposition 2 ½ allows a community to annually increase its levy limit by an amount based upon the valuation of certain new construction and other growth in the tax base that is not the result of property revaluation. The purpose of this provision is to recognize that new development results in additional municipal costs; for example, the construction of a new housing development may result in increased school enrollment and public safety costs.

This provision covers:

- New construction, additions, and alterations that result in an increase in assessed value.
- Exempt property returned to the tax role.
- Additions of business equipment or projects such as solar fields.

New Growth is calculated by multiplying the increases in the assessed valuation by the prior year's tax rate.

- FY24 Total New Growth in Tax Dollars for Palmer **$197,640**
- FY24 Total New Growth in Value for Palmer **$11,022,844**

OFFICE ACTIVITY

- Real Estate Inspections and Property Reviews Complete: **211 (3.7% of all Parcels)**
- Personal Property Inspections and Reviews Complete: **600+ Entire Town Relisted Including Exempt, Undiscovered, New and Closed Accounts (100% of all Accounts)**
- Real Estate Abatements Processed: (**20) $10,648.20**
- Real Estate Exemptions/Senior Work offs Processed: (**239) $132,483.14**
- Personal Property Abatements Processed: (**12) $13,236.18**
- Motor Vehicle Abatements Processed: (**479) $46,745.09**
- Real Estate: Warrants to Collect Taxes Issued to Collector: **$21,676,156.79**
- Personal Property: Warrants to Collect Taxes Issued to Collector: **$1,544,628.69**
- Motor Vehicle: Warrants to Collect Excise taxes Issued to Collector: **$1,830,511.79**

SALES

171 ARMS LENGTH SALES CLOSED IN 2024 PLUS 212 MISC/FAMILY TRANSFERS

- 109 Single Family Homes **(Average Sale Price: $343,588)**
- 17 Condo's **(Average Sale Price: $205,803)**
- 4 Mobile Homes **(Average Sale Price: $85,063)**
- 18 Two Family Homes **(Average Sale Price: $337,210)**
- 1 Three Family Home **(Sale Price: $400,000)**
- 1 Multi-House Property **(Sale Price: $675,000)**
- 5 Four + Family Homes **(Average Sale Price: $396,580)**
- 8 Vacant Land **(Average Sale Price: $96,875)**
- 8 Commercial and Industrial Sales **(Average Sale Price: $493,625)**

All sales/transfers are entered into our CAMA for billing, and many are followed up with a sales questionnaire and property inspection.

TAX COLLECTOR

Schedule of Outstanding
Receivables as of June 30, 2024

Real Estate Taxes	
Levy of 2024	729,443.00
Levy of 2023	224,233.00
Levy of 2022	162,708.00
Levy of 2021	92,812.00
Prior Years	15,198.00
Total	**1,224,394.00**
Personal Property Taxes	
Levy of 2024	5,332.00
Levy of 2023	7,205.00
Levy of 2022	15,278.00
Levy of 2021	5,710.00
Prior Years	64,392.00
Total	**97,917.00**
Motor Vehicle Excise	
Levy of 2024	231,511.00
Levy of 2023	102,712.00
Levy of 2022	29,892.00
Levy of 2021	15,978.00
Prior Years	127,357.00
Total	**507,450.00**
UTILITY BILLING Charges	
Sewer	565,556.00
Utility Liens Added to Taxes	70,887.00
Special Assessments Receivable	
Committed interest added to taxes	8,523.00
Total	**$ 644,966.00**
Grand Total	**$ 2,474,727.00**

PARKING CLERK

3 tickets = $160.00 PAID IN FINES

Respectfully submitted by,

Carolyn I Baldyga
Town Collector

TREASURERS REPORT

Financial Institution	Balance as of June 30,2024
Bartholomew	2,418,073.92
Country Bank	3,942,207.28
bankESB	550,258.60
Monson Savings Bank	8,532,779.36
Rockland Trust	761,549.16
Salem Five Cents	1,499,080.31
Unibank	9,090,168.91
Westfield Savings Bank	250,399.07

TOWN ACCOUNTANT'S
FY 2024 APPROPRIATIONS REPORT

Dept. Name	Function	Encumbered To 2024	Original Appropriation	Transfers/ Amendments	Revised Budget	Expended	Balance	Encumbered To 2025	Ending Balance
Town Council	Stipend		8,400.00	-	8,400.00	8,400.00	-		
	Expenditures								
		-	8,400.00	-	8,400.00	8,400.00	-	-	-
Town Manager	Salaries		200,610.00	53,300.00	253,910.00	253,618.41	291.59		291.59
	Expenditures	2,691.74	92,950.00	(38,730.05)	56,911.69	54,488.20	2,423.49	200.20	2,223.29
		2,691.74	293,560.00	14,569.95	310,821.69	308,106.61	2,715.08	200.20	2,514.88
Audit	Salaries		-	-	-	-	-	-	-
	Expenditures		30,000.00	-	30,000.00	30,000.00	-	-	-
		-	30,000.00	-	30,000.00	30,000.00	-	-	-
Actuarial	Salaries		-	-	-	-	-	-	-
	Expenditures		8,200.00	-	8,200.00	8,200.00	-	-	-
		-	8,200.00	-	8,200.00	8,200.00	-	-	-
Accounting	Salaries		141,124.00		141,124.00	131,571.22	9,552.78		9,552.78
	Expenditures		4,500.00		4,500.00	1,973.27	2,526.73		2,526.73
		-	145,624.00	-	145,624.00	133,544.49	12,079.51	-	12,079.51
Central Purchasing	Salaries		-	-	-	-	-	-	-
	Expenditures		291,628.00	25,395.50	317,023.50	315,945.47	1,078.03		1,078.03
		-	291,628.00	25,395.50	317,023.50	315,945.47	1,078.03	-	1,078.03
Assessors	Salaries		119,939.00	-	119,939.00	118,922.71	1,016.29		1,016.29
	Expenditures		10,010.00	-	10,010.00	9,027.32	982.68		982.68
		-	129,949.00	-	129,949.00	127,950.03	1,998.97	-	1,998.97
Treasurer	Salaries		65,939.00	15,600.00	81,539.00	81,401.26	137.74		137.74
	Expenditures	446.70	8,387.00	-	8,833.70	5,417.70	3,416.00		3,416.00
		446.70	74,326.00	15,600.00	90,372.70	86,818.96	3,553.74	-	3,553.74

TOWN ACCOUNTANT'S
FY 2024 APPROPRIATIONS REPORT

Collector	Salaries		125,892.00	(17,300.00)	108,592.00	103,036.59	5,555.41	-	5,555.41
	Expenditures		17,765.00	1,700.00	19,465.00	13,822.03	5,642.97	-	5,642.97
		-	143,657.00	(15,600.00)	128,057.00	116,858.62	11,198.38	-	11,198.38
Legal Counsel	Salaries	-	-	-	-	-	-	-	-
	Expenditures		85,000.00	(42,733.00)	42,267.00	42,175.70	91.30	-	91.30
		-	85,000.00	(42,733.00)	42,267.00	42,175.70	91.30	-	91.30
Computer Maintenance	Salaries		-	-	-	-	-	-	-
	Expenditures		159,114.00	8,619.54	167,733.54	166,964.76	768.78	-	768.78
		-	159,114.00	8,619.54	167,733.54	166,964.76	768.78	-	768.78
Town Clerk	Salaries		108,307.00	-	108,307.00	107,906.00	401.00	-	401.00
	Expenditures	195.50	4,030.00	1,764.10	5,989.60	5,989.60	-		-
		195.50	112,337.00	1,764.10	114,296.60	113,895.60	401.00	-	401.00
Elections & Registrations	Salaries		24,372.00	(1,764.10)	22,607.90	18,048.83	4,559.07	-	4,559.07
	Expenditures		13,500.00	-	13,500.00	11,583.97	1,916.03	136.92	1,779.11
		-	37,872.00	(1,764.10)	36,107.90	29,632.80	6,475.10	136.92	6,338.18
Conservation Commission	Salaries		33,604.00	-	33,604.00	25,769.48	7,834.52	-	7,834.52
	Expenditures		5,000.00	-	5,000.00	4,751.84	248.16	-	248.16
		-	38,604.00	-	38,604.00	30,521.32	8,082.68	-	8,082.68
Planning Board	Salaries		127,760.00	-	127,760.00	94,088.42	33,671.58	-	33,671.58
	Expenditures		5,783.00	-	5,783.00	3,345.50	2,437.50	-	2,437.50
		-	133,543.00	-	133,543.00	97,433.92	36,109.08	-	36,109.08
Animal Control Facility	Salaries		-	-	-	-	-	-	-
	Expenditures		21,015.00	-	21,015.00	12,240.76	8,774.24	-	8,774.24
		-	21,015.00	-	21,015.00	12,240.76	8,774.24	-	8,774.24

TOWN ACCOUNTANT'S
FY 2024 APPROPRIATIONS REPORT

Town Administrative Bldg.	Salaries		-	-	-	-	-	-	-
	Expenditures		45,000.00	(5,325.00)	39,675.00	38,464.69	1,210.31	-	1,210.31
		-	45,000.00	(5,325.00)	39,675.00	38,464.69	1,210.31	-	1,210.31
Memorial Hall - COA Bldg.	Salaries		12,920.00	452.28	13,372.28	13,372.28	-	-	-
	Expenditures		17,400.00	8,773.00	26,173.00	24,555.60	1,617.40	-	1,617.40
		-	30,320.00	9,225.28	39,545.28	37,927.88	1,617.40	-	1,617.40
Converse Middle School	Salaries		-	-	-	-	-	-	-
	Expenditures		56,000.00	621.90	56,621.90	54,196.15	2,425.75	2,424.90	0.85
		-	56,000.00	621.90	56,621.90	54,196.15	2,425.75	2,424.90	0.85
Town Reports	Salaries	-	-	-	-	-	-	-	-
	Expenditures	-	500.00	-	500.00	-	500.00	-	500.00
		-	500.00	-	500.00	-	500.00	-	500.00
Police	Salaries	-	2,626,917.00	(74,041.00)	2,552,876.00	2,522,886.17	29,989.83	550.00	29,439.83
	Expenditures	12,715.92	271,470.00	49,675.00	333,860.92	259,671.04	74,189.88	48,782.25	25,407.63
		12,715.92	2,898,387.00	(24,366.00)	2,886,736.92	2,782,557.21	104,179.71	49,332.25	54,847.46
Police Station	Salaries	-	-	-	-	-	-	-	-
	Expenditures	-	120,000.00	22,000.00	142,000.00	140,042.25	1,957.75	-	1,957.75
		-	120,000.00	22,000.00	142,000.00	140,042.25	1,957.75	-	1,957.75
Building Inspector	Salaries	-	134,852.00	(11,990.00)	122,862.00	114,536.84	8,325.16	-	8,325.16
	Expenditures	-	5,530.00	11,990.00	17,520.00	17,519.28	0.72	-	0.72
		-	140,382.00	-	140,382.00	132,056.12	8,325.88	-	8,325.88
Emergency Management	Salaries	-	4,500.00	188.00	4,688.00	4,687.50	0.50	-	0.50
	Expenditures	-	-	-	-	-	-	-	-
		-	4,500.00	188.00	4,688.00	4,687.50	0.50	-	0.50

TOWN ACCOUNTANT'S
FY 2024 APPROPRIATIONS REPORT

Regional Animal Control	Salaries	-	65,819.00	6,574.00	72,393.00	72,392.50	0.50	-	0.50
	Expenditures	-	19,396.00	(1,646.00)	17,750.00	17,749.18	0.82	-	0.82
		-	85,215.00	4,928.00	90,143.00	90,141.68	1.32	-	1.32
Tree Warden	Salaries	-	2,500.00	-	2,500.00	-	2,500.00	-	2,500.00
	Expenditures	-	-	-	-	-	-	-	-
		-	2,500.00	-	2,500.00	-	2,500.00	-	2,500.00
Palmer Public Schools	Salaries	1,375,237.98	17,612,183.00	(4,545,595.70)	14,441,825.28	13,086,179.51	1,355,645.77	1,354,918.32	727.45
	Expenditures	85,370.69		4,545,595.70	4,630,966.39	4,584,759.25	46,207.14	45,376.40	830.74
		1,460,608.67	17,612,183.00	-	19,072,791.67	17,670,938.76	1,401,852.91	1,400,294.72	1,558.19
Pathfinder Tech. HS	Salaries	-	-	-	-	-	-	-	-
	Expenditures	-	2,043,892.00	-	2,043,892.00	2,043,892.00	-	-	-
		-	2,043,892.00	-	2,043,892.00	2,043,892.00	-	-	-
Snow & Ice	Salaries	-	53,000.00	(5,647.03)	47,352.97	47,352.97	-	-	-
	Expenditures	-	275,000.00	35,194.42	310,194.42	310,194.42	-	-	-
		-	328,000.00	29,547.39	357,547.39	357,547.39	-	-	-
Street Lighting	Salaries	-	-	-	-	-	-	-	-
	Expenditures	-	88,000.00	13,223.17	101,223.17	101,223.17	-		-
		-	88,000.00	13,223.17	101,223.17	101,223.17	-	-	-
Dept. of Public Works	Salaries	-	1,012,718.00	(16,625.00)	996,093.00	921,869.85	74,223.15		74,223.15
	Expenditures	11,914.77	482,950.00	3,401.83	498,266.60	443,836.85	54,429.75	18,313.92	36,115.83
		11,914.77	1,495,668.00	(13,223.17)	1,494,359.60	1,365,706.70	128,652.90	18,313.92	110,338.98
Board of Health	Salaries	-	96,252.00	(14,750.00)	81,502.00	62,514.74	18,987.26	-	18,987.26
	Expenditures	-	13,618.00	12,000.00	25,618.00	19,027.47	6,590.53	-	6,590.53
		-	109,870.00	(2,750.00)	107,120.00	81,542.21	25,577.79	-	25,577.79

TOWN ACCOUNTANT'S
FY 2024 APPROPRIATIONS REPORT

Council on Aging	Salaries	-	171,254.00	(425.28)	170,828.72	170,029.88	798.84	-	798.84
	Expenditures	-	4,600.00	(1,000.00)	3,600.00	2,960.19	639.81	-	639.81
		-	175,854.00	(1,425.28)	174,428.72	172,990.07	1,438.65	-	1,438.65
Veterans Agent	Salaries	-	33,617.00	900.00	34,517.00	34,473.36	43.64		43.64
	Expenditures	-	296,177.00	(9,535.06)	286,641.94	255,465.52	31,176.42		31,176.42
		-	329,794.00	(8,635.06)	321,158.94	289,938.88	31,220.06	-	31,220.06
Library	Salaries	-	589,124.00	(16,700.00)	572,424.00	572,381.64	42.36		42.36
	Expenditures	-	327,934.00	16,700.00	344,634.00	344,634.00	-		-
		-	917,058.00	-	917,058.00	917,015.64	42.36	-	42.36
Recreation	Salaries	-	61,801.00	-	61,801.00	61,563.35	237.65	-	237.65
	Expenditures	1,600.00	20,000.00	-	21,600.00	18,205.20	3,394.80	-	3,394.80
		1,600.00	81,801.00	-	83,401.00	79,768.55	3,632.45	-	3,632.45
Memorial Day Observance	Salaries	-	-	-	-	-	-	-	-
	Expenditures	-	3,000.00	1,178.70	4,178.70	4,178.70	-	-	-
		-	3,000.00	1,178.70	4,178.70	4,178.70	-	-	-
Debt	Principal	-	838,043.00	212,000.00	1,050,043.00	1,050,042.50	0.50	-	0.50
	Interest	-	185,015.00	744.00	185,759.00	185,719.91	39.09	-	39.09
		-	1,023,058.00	212,744.00	1,235,802.00	1,235,762.41	39.59	-	39.59
State Assessments		-	-	1,416,489.00	1,416,489.00	1,531,367.00	(114,878.00)	-	(114,878.00)
Retirement Assessment		-	2,623,546.00	-	2,623,546.00	2,623,546.00	-	-	-
Unemployment Insurance		24,418.00	40,000.00	53,778.00	118,196.00	118,195.69	0.31	-	0.31
Health Insurance		366,516.86	5,889,460.00	(266,522.00)	5,989,454.86	5,145,708.19	843,746.67		843,746.67
Life Insurance		-	13,900.00	-	13,900.00	11,249.70	2,650.30	-	2,650.30
Medicare		-	294,000.00	-	294,000.00	276,817.92	17,182.08	-	17,182.08
General Insurance & W/C		-	625,000.00	-	625,000.00	584,932.60	40,067.40	-	40,067.40
Transfers Out from Free Cash and/or SRF			10,000.00	-	10,000.00	337,004.00	(327,004.00)		(327,004.00)
		390,934.86	9,495,906.00	1,203,745.00	11,090,585.86	10,628,821.10	461,764.76	-	461,764.76
GENERAL FUND TOTAL		**1,881,108.16**	**38,799,717.00**	**1,447,528.92**	**42,128,354.08**	**39,858,088.10**	**2,270,265.98**	**1,470,702.91**	**799,563.07**

TOWN ACCOUNTANT'S
FY 2024 APPROPRIATIONS REPORT

WWTP	Salaries		785,586.00	(34,745.00)	750,841.00	739,079.77	11,761.23	2,959.38	8,801.85
	Expenditures	127,586.07	1,551,100.00	49,445.75	1,728,131.82	1,426,351.87	301,779.95	113,802.12	187,977.83
		127,586.07	2,336,686.00	14,700.75	2,478,972.82	2,165,431.64	313,541.18	116,761.50	196,779.68
Debt Principal		-	427,407.00	218,500.00	645,907.00	645,906.46	0.54	-	0.54
Debt Interest		5,227.50	316,214.00	12,340.05	333,781.55	327,427.35	6,354.20	-	6,354.20
Retirement Assessment		-	190,112.00	-	190,112.00	190,112.00	-	-	-
Unemployment Insurance		-	1,050.00	-	1,050.00	-	1,050.00	-	1,050.00
Health Insurance		14,160.78	190,552.00	(10,600.00)	194,112.78	172,049.15	22,063.63	-	22,063.63
Life Insurance		-	318.00	-	318.00	282.00	36.00	-	36.00
Medicare		-	8,706.00	800.00	9,506.00	9,500.99	5.01	-	5.01
General Insurance & W/C		-	20,760.00	9,800.00	30,560.00	29,660.00	900.00	-	900.00
Transfers from Sewer Surplus		-	-	-	-	606,590.00	(606,590.00)		(606,590.00)
Indirect Cost Allocation		-	-	-	-	122,017.00	(122,017.00)		(122,017.00)
		19,388.28	1,155,119.00	230,840.05	1,405,347.33	2,103,544.95	(698,197.62)	-	(698,197.62)
WWTP TOTAL		**146,974.35**	**3,491,805.00**	**245,540.80**	**3,884,320.15**	**4,268,976.59**	**(384,656.44)**	**116,761.50**	**(501,417.94)**

PALMER POLICE DEPARTMENT

In Service to Our Community

ANNUAL REPORT-DEPARTMENT OF PUBLIC SAFETY

Fiscal Year 2024

Mission Statement

A commitment to the citizens of the Town of Palmer to create a proactive partnership and, through unity, attain a high quality of life for all citizens in a safe, peaceful environment; policing our community and ourselves to ensure respect and fairness to all and integrity and professionalism in all that we do.

Calls for Service

From July 1, 2023, through June 30, 2024, the Palmer Police Department answered approximately 27,644 calls for service, which included 2,034 medical related calls. From these calls, 1,848 criminal offenses were recorded and investigated. Additionally, 766 individuals were arrested /summoned / taken into custody, 1,104 incident reports were completed, 3,908 traffic citations were recorded. There were 359 traffic crashes.

The department has an authorized strength of 22 full time and 12 Reserve/Special police officers. Our Dispatch Center is staffed by 6 full time and 3 part time 911 Emergency Telecommunications Dispatchers who provide 24/7 coverage for the police department, the towns three fire departments and the Palmer Ambulance Service. An additional 3 part time/per diem civilian employees provide support services to the daily operations of the police department. Our Emergency Telecommunications Dispatchers are certified by the state of Massachusetts as Enhanced 911 Telecommunicators and certified in Emergency Medical Dispatcher (EMD). This certification provides the opportunity to identify the complaint, triage the severity of the situation and begin providing pre-arrival, life-saving medical instructions to the caller before First Responders arrive on scene.

Grants Received

The department received the following grants during this reporting period:

9-1-1 Training Grant (State 911 Department) - $23,336.48 awarded. Through this program, governmental entities hosting primary Public Safety Answering Points (PSAPs) are eligible to receive reimbursement for training related costs associated with the 9-1-1 system. Awards are based on a rounded formula of 9-1-1 calls received and population served.

PSAP Support and Incentive Grant (State 911 Department) - $50,276. awarded. The purpose of the State 911 Department Public Safety Answering Point (PSAP) and Regional Emergency Communications Center (RECC) Support and Incentive Grant is to assist PSAPs and regional emergency centers in providing

enhanced 911 services and to encourage the development of regional PSAPs, regional secondary PSAPs and regional emergency communication centers.

9-1-1 Emergency Medical Dispatch Grant - $700.00 to cover Fees for EMD medical director review and approval of emergency medical dispatch quality assurance program.

Bureau of Justice Assistance Grant - Bulletproof Vest Partnership - $3,802.40 The purpose of this grant is to provide funding for Tactical-level body armor uniquely fitted for primary wear by individual officers.

Hampshire HOPE Drug Addiction and Recovery Team (DART) – Technical Assistance Grant - $8,100.00 awarded. The purpose of this grant is to designate Palmer Police personnel to act as a liaison to Hampshire

Hope to provide interagency communications and record all outreach engagements to facilitate, document and manage interagency activity with participants in the DART and Hampshire HOPE program.

Hampshire HOPE Drug Addiction and Recovery Team (DART) – Supplies & Services Grant - $7,500.
The purpose of this grant is to provide continued training of personnel and establishment of protocols for compliance with DART program and reported requirements. Funding is for costs associated with Palmer Police Department DART Team which provides substance use related outreach to overdose victims or high-risk substance users and their families in a timely manner.

This outreach may be in partnership with Recovery Coaches, Harm Reductionists, clinicians and DART Team Officers.

Safe Policing Certification

The Palmer Police Department maintains compliance with Massachusetts Police Accreditation Commission and the United States Department of Justice standards for Certification on Safe Policing for Safe Communities pursuant to the Presidential Executive order of June 16, 2020, Executive Order # 13929. The Palmer Police Department maintains policies that adhere to applicable federal, state and local laws prohibiting the use of chokeholds, except in situations where the use of deadly force is allowed by law. Additionally, the department maintains policies that adhere to law enforcement best practices as it relates Use of Force, Use of Force termination, Duty to Intervene, De-escalation and provision of appropriate medical care.

The Palmer Police Department participates in the National Use-of-Force data collection program. We began participating in this valuable, voluntary data collection program in 2020. Participation in the data collection is open to all federal, state, local, and tribal law enforcement, and investigative agencies. The FBI works closely with law enforcement and major law enforcement organizations to encourage agencies to share this important data. The FBI provides a web portal and bulk electronic submission options for agencies to report actions by their officers as a response to resistance that result in the death or serious bodily injury of a person, or when a law enforcement officer discharges a firearm at or in the direction of a person. The FBI began collecting this data from law enforcement agencies on January 1, 2019. The most recent data is available on the FBI's Crime Data Explorer website.

Training

Sworn and non-sworn Members of the Palmer Police Department attended annual training programs during FY-2024 to enhance their skills. This training included but was not limited to the following:

De-escalation training	Duty to intervene	Defensive Tactics
Implicit Bias	Use of Force training	Firearms qualification
Electronic Control Weapons	Bias Free Policing	Legal Update
Mass Gatherings	CPR	First Responder

Specialized Training

Members of the Palmer Police Department attended specialized training programs during FY-2024 to enhance their skills for their supervisory or specialized positions. Specialized training included but was not limited to the following:

- Supervisory personnel certification in Internal Affairs Investigations
- Force Science Institute – Use of Force Investigation certification
- Supervisory personnel certified in De-escalation
- FBI Law Enforcement Executive Development - Supervisor Leadership Institute
- FBI Law Enforcement Executive Development - Command Leadership Institute
- FBI Law Enforcement Executive Development – Executive Leadership Institute
- Field Training Officer certification
- Body-Worn Camera
- School Resource Officer Certification
- Investigations
- Juvenile Law
- Active Shooter Training
- DART Officer Training

Retirements

- Officer Richard H. Wahlers Retired 06/30/2024 33 years of Service

Programs

DART Team

The Palmer Police Department continues its partnership with Hampshire Hope to provide support services for those at risk of opioid overdose. Drug Addiction and Recovery Team (DART) is a free service that supports people who are at risk for an opioid overdose or, family members affected by overdose. Members of DART are specially trained recovery coaches, harm reduction specialists, and police officers who provide access to harm reduction tools, such as NARCAN and safety plans for use. We also provide connections to community resources, as well as short or long-term recovery support. This program has been very successful, providing outreach to individuals and families referred to Hampshire Hope and receiving services. The Palmer Police Department has taken a leadership role working with Hampshire Hope to provide training and implementation assistance to other Police agencies throughout Hampden County.

Note of Thanks

I would like to thank members of our community for their continued support and encouragement. The individuals and businesses in this community have been exceptional community partners to work with to ensure the safety of our community. I would also like to thank the Palmer Town Council members for their ongoing support. I am grateful for the strong partnerships we have formed with the Palmer Public Schools, Pathfinder Regional High School, Palmer Board of Health, Palmer Department of Public works and the Palmer, Three Rivers and Bondsville Fire Departments. We thank you for your assistance and cooperation throughout the year.

I would also like to thank the civilian, sworn and volunteer members of the Palmer Police Department for their service to the community. I am at a loss for words that adequately express my deepest gratitude for their dedication and professionalism as they work tirelessly to keep our community safe.

Respectfully Submitted,

Christopher J. Burns

Christopher J. Burns
Chief of Police

Department of Public Works Annual Report FY2024

The Palmer Department of Public Works herewith submits its annual report for FY2024.

The Public Works Department maintains the infrastructure of Palmer. Our DPW includes 4 divisions, the Highway Dept., Parks Dept, Cemetery and Wastewater.

In the spring, summer, & fall months, crews concentrate their efforts on roadside mowing, street sweeping, pothole patching, repair asphalt curbs, painting crosswalks, stop lines, Railroad crossings, and traffic lines. Field and property mowing, trimming, rubbish cleanup, parks maintenance, and public cemetery maintenance. DPW also does small construction projects such as rebuilding catch basins, manholes, drop inlets, drain lines, sidewalk repairs and assist other departments in other needs.

In the Winter our priority is keeping our roads safe for the public. DPW is on call 24/7 to plow and salt the roads when we have snow & ice storms. We had a total of 14 snow and ice events with the first one on 11/21/23 and the last one on 4/4/24 with a total of 30" for the season. This was a mild winter, and we only plowed 6 times, and the rest of the storms only needed sanding/salting. A total of 2000tons of salt & sand was used to treat the roads. Other work we do in the winter includes picking snow off sides of roads in downtown areas, maintenance on equipment, patch potholes, trimming trees….

Through Gov/deals, which is an online auction for government agencies used to sell municipal equipment and vehicles to the public, we took in $24,681 in revenue from the sale of old equipment. We also had $6232 from scrap metal.

Crosswalks at Depot Plaza and Devine Mercy Parish were updated to be ADA compliant and solar power crosswalk signs with warning lights were installed.

New signage was installed on Emery St. indicating the speed limit and chevron arrows to indicate corners. DPW installed reflective delineator markers on the bad curves on State and Flynt Streets. These were all received from the State through a grant. A new sign was installed at the turnpike entrance welcoming people to Palmer.

Through our capital plan DPW purchased a new backhoe, a small loader with multiple attachments, a chipper, an asphalt roller. Parks purchased a new field conditioner and a slope mower.

On March 28th we had a call for a large sinkhole on Palmer Rd. After excavating we found a broken drainpipe not only caused a sinkhole in the road, but it went underneath the railroad tracks! The railroad was notified and the rail had to be shut down. We knew this was a serious problem and outside contractors were called because of the size of this disaster. DPW staff worked with the contractors around the clock and had the road reopen within a week! Thanks to all that were involved with this challenging repair.

Dave Hanzel, Parks dept foreman and Jeff Pardo, Cemetery foreman and their staff do a great job maintaining 4 town owned cemeteries and twenty-five town fields, parks, playground areas, facility grounds, and school grounds so they are looking there best for all events that happen throughout the year.

In closing I would like to thank the DPW staff for all the hard work they do throughout the year and keeping our roads and community safe and looking its best. I would also like to thank all the other town departments and personnel that have assisted the DPW throughout the year.

Respectively submitted,

Richard Josephson, Interim DPW Director

Palmer Public Library
1455 North Main Street
Palmer, MA 01069
(413) 283-3330

Annual Report for Fiscal Year 2024

Summer Reading
The Summer Reading program took place in July and August and the theme was “Find Your Voice.” A combination of music, art, and science workshops filled the programming schedule.

Youth Services Librarian Angela Sanches and Assistant Youth Services Librarian Olivia Chartrand oversaw youth Summer Reading programming in our Community Room. We kicked it all off by hosting a mini-golf tournament inside the library. Over 100 kids, teens, parents, and adults participated and did their best to get a hole-in-one. Some of the amazing performances included, John Higby the Yo-Yo Guy, storytellers Motoko and Eshu, acrobat Li Liu, a concert with Davis Bates and Roger Tincknell, a live animal demonstration by Birds of Prey, and a rollicking closing performance by the Toe Jam Puppet Band.

And throughout the summer we had a scavenger hunt, story times with the Girl Scouts, Disney Trivia, and family “Minute to Win It!” competition.

Young Adult Librarian, Bridget Kennedy, planned and organized lots of amazing programming for our Teens and Young Adults. Events included: a poetry writing workshop with local writer Daniele Jones, a rubber duck soap making workshop, and Introduction to Tarot Card reading workshop, and a pottery workshop where Teens got to create their own clay creature and then paint it.

Adult Services Librarian Amy Golenski provided some excellent programming as well, including craft programming, ASL workshops, a music concert with Jon Waterman featuring songs about railroads, and a poetry open-mic night.

We were able to provide over 700 free t-shirts to our Read-at-Home participants thanks to the generosity of local businesses, and every child, teen, and adult who completed 47 days of reading also got a book prize.

Outreach
We maintained our strong connections with Top Floor Learning, River East School-to-Career, the Palmer Historical Commission, Elbow Plantation, the Amherst Rail Society, and the Palmer Senior Center.

Library Director, Stephanie Maher continued her work on the “Age and Dementia Friendly Taskforce” which consists of Marlene Johnson, Executive Director of the Palmer Council on Aging and her staff alongside Becky Bash of the Pioneer Valley Planning Commission to obtain “Age and Dementia Friendly” status for the Town of Palmer.

Outreach Librarian Sandra Burke traveled around Palmer in our outreach van, delivering books, movies, books on CD, and more to area patrons who find it difficult to travel to the library.

The small food pantry that provides ready-to-eat food items, and personal care products to any patron who needs them is used daily. The pantry is open anytime the library is and located in our Town Square kitchen. With the help of monetary donations, and donations from Palmer Food Share we have been able to provide easy

to open, easy to eat food. The library is always working towards finding solutions to the challenges our patrons face each day.

The Library also teamed up with the Palmer Police Department and their D.A.R.T. team to provide a Community Wellness program where any community member could stop by the library to meet with professionals and get face-to-face help with housing, problematic substance use, domestic violence, food insecurity, health insurance sign ups, veteran's benefits, and more. Every other week a group of professionals including social workers, recovery coaches, D.A.R.T. officers, domestic violence advocates, AA and ALANON representatives, VA employees, and more are available from 1:00-4:00 in our Three Rivers Room and everyone is welcome to stop by and say "Hi!" We provide free lunch and have met with dozens and dozens of community members seeking help. We look forward to growing our partnerships with other public health organizations and continuing to provide support and care to anyone who may need it.

Meeting Spaces
In FY24 our meeting rooms were booked 1,190 times by a variety of local civic groups like the Boy Scouts, the Homeschool Collective, and the Palmer Cowboys, as well as private companies and non-profit organizations. Cataloger Ashley Ngan continued to do an excellent job managing our meeting spaces.

Local artist and poet Denise Fontaine-Pincince volunteered her time booking monthly art displays in our Community Room. With Denise's help, we have a vibrant and ever-changing art gallery at no cost to the public, and we get the chance to highlight some of the most talented members of our community.

Programming
In addition to the Summer Reading Program, the library hosted presentations by many talented artists, musicians, and authors, as well as programming run by skilled library staff.

Adult Services Librarian Amy Golenski organized and facilitated many excellent programs for adults throughout the fall, winter, and spring. Among the highlights were a talk by local authors. J.R. Greene presented his holiday calendar featuring historic photographs of the Quabbin Reservoir, a presentation about Pollinators, Monarchs and Milkweed, a series of virtual programing that include presentations on, the Boston Tea Party, a discussion of montage and music in American film, and an armchair travel program exploring beautiful natural sites in Switzerland. Amy hosted a monthly mystery book club, and offered "Crafternoons" craft workshops where participants learned how to make bookmarks, decorative seasonal crafts, and more. Patrons could learn new skills after attending workshops on crocheting and Chinese cooking classes.

Youth Services Librarian, Angela Sanches provided weekly story times and sensory playgroups for toddlers and preschoolers from September through April.

Throughout the year there were many slime making workshops to fit the season, and take and make crafts including everything from holiday decorations to seasonal recipes and more.

There were scavenger hunts throughout the Youth Room to encourage families and kids to explore the space and see what we have to offer. Families had the chance to tie-dye matching t-shirts, make a gingerbread house together, cozy up with a PJ and Hot Cocoa Story Time, and show off their best Halloween costumes at the Costume Carnival. Families who attended "Bats are Beneficial" learned why bats are helpful to have in your backyard, and the Rainforest Reptile Show brought snakes, lizards, and even an alligator to our Community Room for kids to meet up close. There was tote bag making, a Holiday Music Sing-a-long, Lunar New Year lantern making, and Lego Club.

Tween Services Librarian, Olivia Chartrand ran a Fic or Flick book club, held a Bracelet Making (Taylor's Version) workshop, and hosted Marvel Trivia. The Youth Services department also teamed up with the Girl

Scouts for a story time, and the Boy Scouts for an outdoor adventure program. Oliva and Angela made sure that every week was packed with stories, art work, science, and adventure!

And in an effort to continue our successful online programming series that started during COVID, local author and illustrator David Hyde Costello continued his popular series “Making the Scene” which provides a behind-the-scenes glimpse on how to create puppets and bring a scene to life on our YouTube channel. And we added a brand new series called “Nature Walks” where creator Ruth Demree highlights critters she finds on her walks and demonstrates how to organize a nature journal.

Young Adult Librarian Michelle Popp organized a Dungeons and Dragons club, held poetry and craft workshops, and hosted video and virtual reality tournaments in the Community Room.

Number of children’s programs	159
Attendance at children’s programs	5,125
Number of young adult programs	51
Attendance at young adult programs	235
Number of adult programs	44
Attendance at adult programs	1,075

Personnel and Volunteers
Eleanor Szlachetka, Nancy Bauer, Barbara Benedetti, and the rest of the Friends of the Palmer Public Library team kept our Library Loft bookstore running on Park Street. The proceeds from book sales at the Loft enable us to provide quality youth programming, and we could not do it without their help

In July we hired our long-time temp Tracy Mastorakis as a permanent, part-time employee and we hired Aidan Herrick-Wallace as our Technology Coordinator Librarian.

In the late fall of 2023 we hired Michelle Popp as our Young Adult Librarian after Bridget Kennedy left in the late summer.

Janet Dawson who has work as a temp for us many times over the years helped out during our busiest times of year.

Assistant Youth Services Librarian, Olivia Chartrand, accepted the position of Tween Services Librarian in the fall of 2023. The Youth Services Department now has a three librarians. Angela Sanches is in charge of collection development and programming for babies and children up to age 10. Olivia Chartrand oversees collection and programming for children aged 11-14, and Michelle Popp covers collection and programming for ages 14-21.

Our long-time Technical Services/Outreach Librarian Sandra Burke semi-retired last year. After over 20 years of service Sandy has dropped down to one day a week. She continues to deliver to homebound patrons twice a month and works with staff on the processing of new materials.

Due to her retirement, Cataloger Librarian, Ashley Ngan was promoted and took on the new role of Cataloging Librarian/Technical Services Librarian. Ashley now oversees all processing of materials in addition to cataloging them.

Our dedicated library volunteers were once again vital to the success of our programming and projects. Oliva Chartrand oversaw volunteers in the Youth Services Department, and Helene O’Connor and Amy Golenski

worked with a dedicated team who helped with the "Palmer Villages, Palmer Voices" local history project. We are so lucky to have so many volunteers who are willing to be so generous with their time and talents. We owe so much of our progress to their hard work.

Library Association and Board of Directors
The Annual Meeting took place in October bringing together the staff, the Board of Directors, and the Library Association to celebrate the achievements of the library and conduct our annual business meeting.

The annual meeting was held in our Community Room and included a speaker, Derek Strahan who spoke about the architect H.H. Richardson's work in Western Massachusetts, which includes the Palmer railway station now known as the Steaming Tender.

The Association presented the Robert M. Sullivan Award to John DiNuovo. The Sullivan award is presented *"with gratitude to acknowledge an individual or organization that has demonstrated a commitment to supporting the mission of the Palmer Public Library and its Association."* John is an Emeritus Board member and has been a tireless champion for the Palmer Public Library. He was instrumental in getting the building renovation completed in the early 2000's, and continues to be an engaged and vital member of the Library Board of Directors.

The Association presented the Mary McManus Award to Allison and Michael Swiatlowski. The McManus award is presented *"to individuals who have given their time and talent to make a difference to the youth of our community."* Allison and Mike have coached sports teams, raised money for the schools, organized community events, and are active in improving and organizing family events and for our community.

Following the meeting, there was live music in Town Square, some light refreshments and presentations by the staff on their programming, collections, and planning.

The Association voted to approve the Director's report and the financial report. The Association also voted to approve the appointment of Fay Halsall as President of the Board of Directors, Sara Menard as Treasurer of the Board of Directors, Jan Marciniec and Sandra Noonan as Co-Vice Presidents of the Board of Directors, and Shannon Kennedy as Secretary of the Board of Directors. The Association also welcomed new Association members.

Patron Use of the Library

Slowly, but surely our numbers of visitors and check-outs started to creep back up to the levels we saw before the pandemic hit.

Number of registered borrowers	13,434
Total attendance at library	58,465
Items received from other libraries for our patrons	9,424
Items provided to other libraries for their patrons	15,948
Library materials borrowed by our patrons:	
Books	52,194
Print magazines & newspapers	992
Audio (CDs, Playaways, etc.)	3,892
Video (DVDs, VHS)	19,523
Ebooks	8,494

Downloadable audio (books, music, etc.)	5,579
Materials in electronic format	2,043
Miscellaneous (kits, museum passes, etc.)	1,126
TOTAL	**93,843**
Number of reference transactions	7,226
Number of users of public wireless access	12,775

Collections

Helene O'Connor, Angela Sanches, Olivia Chartrand, Michelle Popp, Amy Golenski, Matthew DeCara, and Ashley Ngan all played a part in the Acquisitions process. The Evergreen Acquisitions Program allows patrons to see items that are on order in our catalog, which gives them a glimpse of the newest materials being added to our collections. Ashley Ngan and Michelle LaRose joined Sandy Burke, our Technical Services/Outreach Librarian to make sure that all materials are processed, covered, and labeled correctly before they make it to the shelves. The hard work of all these librarians means we can provide our community with the books, DVDs, video games, and music they want most!

Cataloger, Ashley Ngan continued to work on scanning and digitization of the Palmer Journal Register, and Amy Golenski and Helene O'Connor continued their local history project called "Palmer Villages, Palmer Voices." This oral history project hopes to collect family history and diverse personal accounts of life and experiences in the Villages of Palmer from every generation. The project is also interested in scanning photographs, letters, maps, and scrapbooks from participants. This program has become a huge success due in part to the help of the Palmer Cultural Council, The Palmer Historical Commission, Elbow Plantation, MPACT, and The Palmer Historical and Cultural Center. We have collected more family stories and memorabilia and have many more community members waiting to be part of this project.

In 2020, due to the closure of libraries across the state, the members of the CWMARS network voted to increase funding to purchase e-books and e-audio materials to meet the overwhelming demand. E-book checkouts and holds continued to dramatically increase in 2023.

Library holdings by type of material:	
Books	54,204
Volumes of print magazines & newspapers	1,130
Audio (CDs, Playaways, etc.)	6,534
Video (DVDs, VHS)	6,081
Ebooks	140,083
Downloadable audio (books, music, etc.)	100,773
Materials in electronic format	832
Microfilm	100
Miscellaneous (kits, museum passes, etc.)	422
TOTAL	**309,029**

Fundraising and Donations

As in years past, we were fortunate to have a supportive and generous group of donors and patrons. We are very grateful to be surrounded by enthusiastic advocates for our library who value what we do. Donations allow us to hire performers, workshop facilitators, and programming supplies. We are especially appreciative of those who donated to support our food pantry. Contributions from patrons have ensured that the pantry is well-stocked.

Tenants and Collaborators

The library continues to rent space to River East School-to-Career, an education nonprofit that focuses on connecting students with local businesses to help prepare them for the workforce after graduation. In addition, our longstanding partnership with Top Floor Learning, a nonprofit adult literacy organization that offers tutoring, test prep, ESL classes, citizenship preparation, and basic computer literacy, is still going strong. All three organizations support each other and benefit from sharing a space. A member of the library staff continues to serve on the board of River East School-to-Career each year.

The library strives to be an integral part of the Palmer Community and is always searching for new ways to provide services and collaborate with local businesses, civic organizations, and nonprofits to fit the needs of our patrons. In accordance with our Vision Statement the Palmer Public Library will continue to "foster community collaboration by offering programs, resources, and services that celebrate diversity and inclusion."

Respectfully Submitted,

Stephanie Maher
Library Director

PALMER PUBLIC SCHOOLS ANNUAL REPORT – 2023-2024

The 2023-24 school year was one of transition. In the Spring of 2023, Matthew Francis was named Superintendent of Schools. Colleen Culligan returned to her role as Director of Student Services after serving as Interim Superintendent for the 2022-2023 school year. In addition, Anthony Granger, Facilities Director, Sarah Menard, Director of Finance and Operations, and Holly Riopel, Principal of Old Mill Pond Elementary School, were all in their first full year within their respective roles. Regardless of the transition, our mission remained the same - "Palmer Public Schools will be a community that develops life-long learners by engaging in a rigorous curriculum which creates opportunities for academic and social/emotional growth of all students through a safe, supportive, and collaborative environment." Through the District Improvement Plan, the district is guided by the following three key objectives: 1. Effective Instruction, 2. Engaged Learners, and 3. Rigorous Curriculum. All districtwide, and most school-based, initiatives are specifically selected to help meet these objectives

As of the October 2023 SIMS, enrollment for the 23-24 School Year, including Old Mill Pond School (grades PK-5) and Palmer High Schools (6-12) was 1,106 students.

Palmer High School

The class of 2024 received their diplomas on June 2nd at Legion Field. Fifty-six seniors matriculated with 88% attending either a 4-year or a 2-year college, 31% immediately to a 4-year college, 56% to a 2- year college, 2% attending a technical/trade/other school, and 11% heading to the workforce. The top 20 seniors in the class were honored and recognized at the May school committee meeting. The senior banquet was held at Teresa's Restaurant. Thirty-four different local families, organizations, and businesses awarded scholarships to 29 of our seniors totaling more than $30,000 at Scholarship Night. Athletic Awards were presented to seniors and underclassmen during Class Day.

PHS hosted a fall open house and spring open house. The National Honor Society had an induction ceremony for new members, the band performed concerts, and there were a number of field trips such as Costa Rica and Washington DC.

The Advanced Placement Program continued to grow and flourish at Palmer High School, thanks to the partnership forged with the Mass. Math and Science Initiative (MMSI). There were 51 juniors and seniors enrolled in AP taking 80 courses. This Sustaining Partnership Program offered teacher training by the College Board familiarizing our teachers with AP curriculum, advanced instructional practices, and current technologies. Eight PHS students participated in Dual Enrollment, taking classes at Holyoke Community College to earn both high school and college credit. Through our School-to-Career Program in partnership with River East School-to-Career Program, we provided the opportunity for 36 juniors and seniors to participate in 40 work-based learning experiences. Our students were able to gain hands-on experiences in education, health care, business, and more.

Old Mill Pond Elementary School

During the 2024-2025 school year, Old Mill Pond (OMP) has served a total of 693 students in grades preschool through grade six. We have accomplished many achievements that highlight the progress made toward educational goals, student development, and community engagement.

The addition of three full time preschool classrooms has given OMP the opportunity to engage students at a much earlier age. These young learners have engaged in full time social skills development, literacy activities, science experiments, and math curriculum. This ultimately will prepare them for their upcoming kindergarten year.

Keeping grade six at OMP has allowed students to gain more confidence in their abilities that have prepared them for the high school. Students have learned through departmentalized classes in English/language arts, math, social studies, and science. Both the science and math curriculum has been added to the curriculum in sixth grade. The rigorous curriculum is preparing them for the years ahead.

School-wide, students are engaging in learning that is rigorous, student centered, inclusive, and evidence based. Small differentiated groupings continued to be on the forefront of our school goals. Small groups are constructed by using data in all areas of our curriculum. Differentiated groups allowed students to receive an equitable education. It highlights the importance of all students receiving what they need to be successful.

All students are provided with a six-week rotation in specials that include, physical education, art, music, wellness, and STEAM. The grade level wellness curriculum is evidence based and focuses on building the social skills necessary to succeed. Interpersonal skills, emotional intelligence, communication, regulation, and problem solving to name a few. The longer weeks of specials has helped students gain more physical science skills during their STEAM time. Lastly, the music teacher has instructed band lessons to about twenty-five students in grades four through six.

School wide Positive Behavior Interventions and Supports (PBIS) and a tiered systems of support have helped students achieve desirable behavior. The implementation of Team Tickets, Inchy Book Tokens, and fun events have students wanting to follow school wide goals. OMP continues to be a place where “We are Safe, Responsible, Respectful and we Belong.”

As we move into the next school year, we will continue to focus our professional development on differentiated small group instruction. We will move towards a co-teaching model with a selected cohort of about 10 general education, special education, and English-Second language teachers. Co-teaching brings a different skill set and teaching styles together which allows for a diverse and more comprehensive approach to instruction. We will continue to individualize instruction to meet the needs of our diverse students. Our professional development will foster continuous professional growth and collaboration.

The continuation of clubs, extracurricular opportunities, and community involvement will continue to thrive at OMP. To just name a few, students will engage in Robotics, a Science Fair, Band, and Career Day. All activities looking to increase parent involvement as we celebrate the learning and growth of all students. During the year, OMP has seen a lot of engagement in our families and we only look forward to increasing those participating.

As we conclude the 2024–2025 academic year, we celebrate the dedication of our students, staff, and families. We look forward to building on our successes and continuing to grow as a thriving learning community.

Facilities

The Facilities Department oversees the work performance of maintenance and custodial members in the school buildings and manages all capital improvements and projects in the buildings and on the school campus. The Facilities Department primary mission remains to provide a safe, clean, and well-maintained learning environment for all students, faculty and staff across the Palmer Public Schools.

Our facilities team continued to perform daily custodial operations and preventative maintenance across the two school buildings at Old Mill Pond and Palmer High School. We kept up with several work orders this year ranging from plumbing, electrical, and groundskeeping needs.

Efforts were made to optimize heating and cooling systems to the 4th floor at Palmer High School to improve efficiency and comfort. We continue to enhance our cleaning protocols to meet enhanced health standards, ensuring classrooms, restrooms, cafeterias and common areas remain sanitary and welcoming.

Capital Projects and Improvements

The 2023-2024 school year saw several significant facilities upgrades, including:

- **New Natural Gas Generator for OMP -**This will ensure when power goes out to have power restored quickly and efficiently.
- **Fourth Floor Heat Pump at Palmer High School-**That allowed for heat/air conditioning on the fourth floor making it more efficient and comfortable for students and staff.
- **The Track was completed-**This was a campus upgrade for the students and community.
- **The Lu Interactive System at the Old Mill Pond Gym-** This allowed the students to utilize and interactive system during the gym classes.

Looking Ahead

As we plan for 2024-2025, priorities include:

- Gym floor to be resurfaced and relined
- Softball, Baseball, Tennis and Basketball lights to be upgraded to LED lights.
- Possibility of Gym Curtain to be replaced
- Handicap Pool Lift Chair for the Palmer High School Pool

Acknowledgments

We extend our sincere thanks to our dedicated custodial, and maintenance teams who work tirelessly behind the scenes, often outside school hours. Their commitment ensures our schools are safe and functional every day. We also appreciate the continued support from town officials, administrators, and the community at large.

Special thanks to the Parks and Highway Departments for all they do year-round with the grounds. Your efforts are very much appreciated.

Student Services

The Department of Student Services plays a vital role in supporting the diverse needs of students across the Palmer District. The department administers a comprehensive range of programs, including Special Education, English as a Second Language (ESL), Section 504 Accommodation Plans, home and hospital tutoring, and services for students identified as homeless (McKinney-Vento), in foster care, involved with the Department of Children and Families (DCF), or part of migrant education programs.

Additional responsibilities include overseeing new student registration, ensuring compliance with Title IX and Civil Rights regulations, Family Engagement Coordinator activities, and conducting mandated screenings and evaluations for students aged 3 to 21 under Child Find requirements. The department also assesses English language proficiency and provides appropriate language acquisition services to ensure all students have equitable access to learning opportunities.

Palmer Public Schools is a comprehensive Early Childhood through Grade 12 district and a proud member of the Pathfinder Regional Vocational-Technical School District. The district is committed to meeting the diverse learning needs of all students, offering a full continuum of services for students with disabilities. Services begin with an integrated preschool program and continue through graduation. For students who do not graduate with a diploma, transition planning and support services are provided to ensure a successful pathway beyond school. The Department of Student Services delivers a wide range of supplemental support, including speech and language therapy, occupational therapy, physical therapy, support from board-certified behavior analysts (BCBAs), social skills and behavioral support services, and school adjustment counseling.

For students with low-incidence disabilities, such as those who are deaf or blind, specialized services are contracted annually in accordance with each student's Individualized Education Program (IEP).

We are proud to support approximately 240 students through our Special Education programs. Across our school system, we are committed to meeting each child's unique learning needs in the least restrictive environment possible; ideally within their regular classroom setting.

When additional support is needed, each school offers a range of multi-tiered systems of services designed to help students thrive while remaining in their home community. Our programs serve students with a variety of needs, including language-based learning differences, Autism, intellectual disabilities, health challenges, vision or physical impairments, and emotional or behavioral needs. Every school provides life skills instruction and comprehensive social-emotional support, including access to therapeutic resources, to ensure that all students are empowered to succeed.

State and federal grants continue to play an important role in helping to offset the costs of special education services. The Federal Special Education Grant (Grant 240, also known under P.L. 94-142) supports the purchase of instructional materials, equipment, assistive technology, and contracted services. Additionally, the State Early Childhood Special Education Grant (Grant 262) provides funding for occupational therapy, curriculum resources, assessments, and screening services for children in private preschool programs and other early childhood settings.

From the Department of Student Services, the 2024–2025 school year marked another year of meaningful progress in program development and inclusive practices. We focused on expanding the use of Universally Designed Instruction to support Culturally Inclusive classrooms and provided targeted professional development for both teachers and paraprofessionals. Our district remains deeply committed to strengthening our tiered systems of support, enhancing social-emotional learning, refining the pre-referral process, and improving IEP development. We advanced our inclusion practices and cross curricular strategies; all with the goal of achieving better outcomes for our students with disabilities and English language learners.

This year, the District participated in an Integrated Monitoring Review conducted by the Massachusetts Department of Elementary and Secondary Education (DESE); and we're proud to share that the review resulted in **zero findings** for Special Education! This outcome reflects our ongoing commitment to compliance, high-quality programming, and strong support for students with disabilities.

The Department of Student Services remains in full compliance with the Massachusetts Department of Elementary and Secondary Education (DESE) requirements and legal standards related to Educational Stability under the McKinney-Vento Homeless Education Assistance Act (ESSA). We are committed to supporting students experiencing homelessness or foster care placement, ensuring they have consistent access to education and necessary services. Monique Dubuc, Director of Student Services for Palmer Public Schools, serves as the district's Homeless and Foster Care Liaison and is a key point of contact for families in need of assistance.

Summary

The School Committee, administration, faculty, and staff remain committed to the students of the Palmer Public Schools. We continue to make every effort to provide our students with a safe, clean and engaging school environment. We encourage parents, the community and businesses to join us as we serve our community of learners in the coming years.

Respectfully,

Palmer School Committee

Bonny Rathbone, Chair
Sandra Noonan, Vice Chair
Matt Lovell, Member
Anthony Braden, Member
Erica Nadeau, Member

Pathfinder Regional Vocational Technical High School District
2024 Annual Report

Introduction

The Pathfinder Regional Vocational Technical High School District Committee, together with Superintendent Eric Duda, is pleased to present this annual report to the citizens of the nine-town district. The report highlights key achievements, updates, and the fiscal health of the school district for the year 2024.

FY24 Budget Overview:

In 2024, the Pathfinder Regional School Committee approved a final FY25 budget of $16,649,387, representing a 4.78% increase over the FY23 budget. This budget was unanimously approved by all nine towns within the district during their respective town meetings and town council meetings, in accordance with the regional school budget statute. The budget was formulated based on enrollment figures from October 1, 2023.

Pathfinder Tech continues to prioritize fiscal responsibility, employing cost reduction strategies such as health insurance adjustments, grant acquisition, utility net metering contracts, and internal infrastructure projects. These efforts ensure that Pathfinder Tech remains financially sustainable while providing high-quality technical education to our students.

Grants Funding:

In 2024, Pathfinder Tech received several significant grants, which contributed to expanding educational opportunities:

- **CSHS & SBHE Grants**: Supported nursing and counseling staff for student mental health.
- **Instructional Coaching**: Enabled the implementation of data-driven teaching strategies.
- **Perkins Equipment Grant**: Enhanced culinary arts training facilities.
- **Skills Capital Grant**: The school received $1.25 million in funding for electrical and horticulture program upgrades (to be used in 2025 and 2026).

These grants have helped Pathfinder Tech improve the student experience and expand its offerings to meet evolving community needs.

Community Outreach and Admissions:

The Community Outreach and Admissions department has seen continued success in the past year, not only managing student enrollment but also overseeing community engagement, communication, event planning, and media relations.

- **Enrollment**: As of October 1, 2024, the school enrolled 660 students, marking an increase from the previous year. Total applications also grew, reflecting a sustained demand for career and technical education.
- **Summer Bridge Program**: The department hosted 180 new students for orientation in July and August, offering icebreaker activities, school tours, placement tests, and team-building exercises, including the signing of Class of 2028 t-shirts.

- **Career Night**: Pathfinder Tech hosted a record-breaking Career Night (Open House) in December with over 1,100 attendees, showcasing our diverse academic, technical programs, and extracurricular offerings.
- **Community Engagement**: Pathfinder Tech continued its presence at the Belchertown Fair, where Cosmetology students provided free face painting and manicures. Students and faculty participated in the Saturday morning parade. The department also maintained active engagement via social media, sharing updates on events, student achievements, and school highlights.

Cooperative Education and Technical Program Highlights:

Pathfinder Tech's Cooperative Education program continues to provide invaluable real-world experience to students, benefiting both the local workforce and community members. Key highlights include:

- 89 student placements in various local businesses and organizations.
- 23 students employed through the WIOA program.

In 2024, more than 600 work requests were received from municipalities and residents within the district, leading to significant savings for local taxpayers:

- **Automotive Technology**: Performed work on 243 vehicles, saving over $105,000.
- **Carpentry**: Completed projects saving the community approximately $68,000.
- **Collision Repair**: Saved $30,000 on 48 vehicles.
- **Cosmetology**: Generated $2,300 in revenue and supported senior center spa days.
- **Perso Restaurant**: Achieved $51,000 in sales, catering for various community events, including a meal for over 60 veterans.
- **Electrical**: Saved $108,000 for municipalities and $20,000 for residents.
- **Horticulture**: Contributed to local town projects and annual plant sales, supporting the community with valued services.
- **Plumbing & Pipefitting**: Saved $10,500 for residential clients and contributed to municipal projects.
- **Programming and Web Development**: Served 550 help-desk tickets and worked on web design projects for external clients.

Select Student Achievements:

Pathfinder Tech students continue to excel in regional and state-level competitions, showcasing their talent and skills across various technical and vocational fields.

- **Business Technology**: Five students placed in the top five at the Massachusetts Business Professionals of America State Leadership Conference.
- **SkillsUSA**: Students won 22 medals at the District V Leadership Conference, with several securing spots at the State Conference.
- **FRC Robotics**: The team ranked 30th out of 185 teams in the New England District and won the prestigious Gracious Professionalism Award.
- **Health Assisting**: Eleven students passed the Certified Nursing Assistant (CNA) exam, and the team earned bronze medals at the SkillsUSA State Leadership Conference.

Other notable accomplishments include students earning SolidWorks Expert certifications, and the Horticulture program winning third place at the FFA landscape competition at the Eastern States Exposition.

Student Services:

The Student Services Department supports students' diverse needs, including Special Education, Mental Health/Social Emotional Learning (SEL), and English Learners programs.

- **Individualized Education Plans (IEPs)**: The department managed approximately 160 IEPs and implemented targeted interventions for students.
- **Social-Emotional Learning**: The ORI Learning curriculum was implemented for all 9th graders, with a Tiered Support System addressing students' mental health and emotional needs.
- **New Comfort Animal**: Pathfinder Tech introduced Scout, an English Cream Retriever, to provide emotional support for students and staff.

Curriculum and Professional Development:

Curriculum development and professional growth continue to be focal points at Pathfinder Tech. Highlights include:

- **Data-Driven Interventions**: Extra help sessions were introduced during school vacations to support students struggling with coursework.
- **Instructional Coaching**: The school moved towards a more traditional instructional coaching model in the 2024-2025 school year, focusing on teacher support and professional development.
- **IXL Integration**: The online platform IXL was integrated into the curriculum for grades 9-12 to reinforce academic skills.
- **Professional Development**: Monthly PD sessions were offered to staff, with focus areas ranging from best practices to peer-led learning.

Adult Continuing Education:

The Adult Continuing Education program at Pathfinder Tech proudly marked its second year of course offerings with successful Electrical and Plumbing programs. These initiatives, funded through a CTI grant from Commonwealth Corporation, are in direct alignment with our mission to engage and empower the community by providing valuable educational opportunities.

Both the Electrical and Plumbing programs concluded in June 2024, with graduates earning multiple industry-recognized credentials and acquiring a wide range of trade skills, significantly enhancing their employability in their respective fields. Many graduates secured relevant employment, demonstrating their strong drive for personal and professional growth.

We continue to collaborate closely with the MassHire Springfield Career Center and the Hampden County Workforce to ensure these programs meet the evolving needs of our community.

In 2024, several new offerings were introduced, and we are committed to expanding our course catalog with additional programs tailored to address the specific needs and demands of our community.

Conclusion:

As Pathfinder Tech celebrates its 52nd year of excellence in career and technical education, we extend our heartfelt thanks to our legislative partners, town officials, and all who continue to support our mission. Together, we are empowering the next generation of skilled professionals.

Respectfully submitted,
Julie Quink (Hardwick), Chair
David Droz (Palmer), Vice Chair
Lorraine F. Alves (Belchertown), Secretary
Robert Lavoie (Palmer)
Francesco Dell'Olio (Belchertown)
R. Keith Valley (Monson)
April Judicki (Granby)
Martin Goulet (New Braintree)
Richard Olson III (Oakham)
Marie Barbara Ray (Ware)
Richard Fly (Ware)
John Nason (Warren)
Emerson Boronski, Student Member (Ware)
Eric Duda, Superintendent-Director

FY24 Calendar Year Salaries

Name	Position	Base Pay	Add'l Pay
ANDERSON, JASON	TEACHER	$ 55,873.00	$ 190.00
ANDRE, KIM	PHS ADMIN	$ 45,069.28	
ANDRE, ZACKARY	CUSTODIAL	$ 3,645.00	
ANDREWS, ETHAN	ELECTION	$ 172.50	
ANDREWS, KELLY	ELECTION	$ 30.00	
ANDREWS, MAYA	ELECTION	$ 184.00	
ANDREWS, SYDNEY	TEACHER	$ 41,433.70	
ANTI, KAREN	TEACHER	$ 67,268.22	
APONTE, JOSE	DISPATCH	$ 38,705.48	$ 6,075.65
APONTE, TYSHAUWN	DPW	$ 37,711.00	$ 3,673.75
ARESCO, LAWRENCE	PT VAN DRIVER	$ 13,665.57	
ARNOLD, ERIN	TEACHER	$ 73,826.60	
AUCOIN, DEVYN	AIDE	$ 1,440.00	
AYOTTE, ERIN	AIDE	$ 19,514.68	$ 5,123.49
BACHAND, MICHAEL	CUSTODIAL	$ 3,255.00	
BAER, KENNETH	POLICE	$ 83,826.69	$ 23,967.94
BALDWIN, CARMEN	PHS ADMIN	$ 23,712.95	
BALDYGA, CAROLYN	COLLECTOR	$ 69,022.43	$ 1,750.00
BALLOU, MAXWELL	PLANNING ADMIN	$ 4,566.90	
BAMBER, JULIE	OMP ADMIN	$ 16,659.39	$ 2,165.72
BANVILLE, ANNE	TEACHER	$ 84,467.00	$ 16,422.52
BANVILLE, LINDSAY	SCHOOL NURSE	$ 35,665.24	
BARONE, PAUL	TRANSPORTATION	$ 4,465.84	
BARRY, BARBARA	TOWN COUNCIL	$ 1,200.00	
BATES, PAIGE	CAFETERIA	$ 29,735.29	$ 275.00
BAUER, NANCY	ELECTION	$ 112.50	
BEAUDRY, CHRISTOPHER	TEACHER	$ 12,634.16	$ 686.48
BEAULIEU, COLLEEN	AIDE	$ 2,817.00	
BEERS, ERIC	AIDE	$ 2,868.75	
BEGLEY, BERNICE	ELECTION	$ 416.25	
BELISLE, ROSALIE	DISPATCH	$ 51,708.48	$ 5,850.22
BERGMAN, STEPHANIE	AIDE	$ 2,055.30	
BERNARD, SASHA	SUBSTITUTE	$ 250.00	
BERNAT, WILLIAM	PUBLIC SAFETY	$ 4,500.00	
BICKEL, AUSTIN	CAFETERIA	$ 1,650.00	
BIGDA, TYLER	POLICE	$ 68,897.12	$ 31,352.60
BINCZEWSKI, BRENDA	ASSESSORS BOARD	$ 360.00	
BISH, JONATHON	DPW	$ 50,818.37	$ 4,766.84
BLAZEJOWSKI, CRAIG	TEACHER	$ 84,586.00	$ 7,687.57
BLAZEJOWSKI, ROCQUELINE	ELECTION	$ 375.00	
BRADEN, ANTHONY	SCHOOL COMMITTEE	$ 1,200.00	
BRADWAY, CHAD	DPW	$ 46,805.52	$ 8,189.25
BRAWN, MICHAEL	WWTP	$ 49,954.43	$ 12,992.47
BRAY, WILLIAM	POLICE	$ 66,130.19	$ 29,621.90
BREADY, RICHARD	ELECTION	$ 210.00	

BRENNAN, ERIK	TEACHER	$	64,071.32	$	1,919.06
BREYARE, ALISSA	TEACHER	$	82,576.34	$	975.00
BROHMAN, TINA	VETERANS AGENT	$	34,473.36		
BROTHERS, BRAD	TOWN MANAGER	$	42,625.63		
BROWN, SUSAN	AIDE	$	18,975.88	$	1,668.25
BROWNE, SHEILA	TEACHER	$	85,182.03	$	2,454.53
BROWNE, TAYLOR	SUBSTITUTE	$	907.20		
BROZEK, BETTY	ELECTION	$	82.50		
BUCHMAN, MARTINA	TEACHER	$	70,186.82		
BUCK, MATTHEW	WWTP	$	66,545.99	$	10,992.95
BUREK, APRIL	TEACHER	$	64,544.21	$	1,904.70
BURKE, SANDRA	LIBRARIAN	$	9,390.46		
BURNS, CHRISTOPHER	POLICE CHIEF	$	155,477.04	$	7,773.86
BURNS, DAVID	POLICE	$	81,804.45	$	77,603.62
BURNS, KATHLEEN	ELECTION	$	646.00		
BURNS, LEAH	DISPATCH	$	2,791.89	$	54.27
BURNS, LORNA	ELECTION	$	112.50		
BURNS, MICHAEL	ASSESSORS BOARD	$	900.00		
BURNS, SEAN	TEACHER	$	95,596.52	$	19,195.58
BURNS, TRACY	TEACHER	$	84,206.98	$	7,421.26
BYRNES, GLORIA	ELECTION	$	116.25		
CACI, MARK	TOWN COUNCIL	$	1,200.00		
CACI, NICHOLE	AIDE	$	27,690.58	$	3,537.00
CARNEY, KEVIN	WWTP	$	9,420.88		
CARNEY, RACHAEL	ASSESSOR	$	73,688.99		
CARRASQUILLO, LIANNA	SUBSTITUTE	$	1,432.00		
CARRIER, AMANDA	SUBSTITUTE	$	90.00		
CASTELLANOS, JEFFREY	AIDE	$	8,769.24		
CHALIFOUX, JILL	ASSESSOR ADMIN	$	35,127.34		
CHALMERS, CATHERINE	TEACHER	$	68,864.58	$	817.00
CHALMERS, MEAGHEN	TEACHER	$	67,268.22	$	2,066.52
CHAMPAGNE, KAREN	SOMP	$	2,610.00		
CHANG, TERRENCE	DPW	$	7,285.74	$	929.60
CHARETTE, MARY	AIDE	$	29,413.38	$	8,515.65
CHARETTE, ZACHARY	TEACHER	$	51,942.00	$	332.50
CHARTRAND, OLIVIA	LIBRARIAN	$	37,508.82		
CHASE, MELISSA	AIDE	$	4,676.30		
CHEVALIER, ERIN	SCHOOL NURSE	$	69,594.50	$	5,322.40
CHEVALIER, PIERRE	SUBSTITUTE NURSE	$	1,212.50		
CHIACCHIA, LORI	AIDE	$	16,799.52	$	5,153.49
CHOINIERE, BARBARA	TEACHER	$	88,002.00		
CIOFALO, MICHAEL	POLICE	$	69,873.51	$	43,448.54
CLARK, RICHARD	LIBRARIAN	$	46,137.19		
COACHE, SUSAN	TOWN CLERK	$	66,730.98	$	2,250.00
CODERRE, DAVID	ELECTION	$	243.75		
COLE, LAURIE	PT COLLECTOR ADMIN	$	4,263.77	$	345.00
COLLAMORE, BRIAN	TEACHER	$	60,048.32		

COLLINS, SANDRA	TEACHER	$	85,363.76	$	3,333.00
COMEAU, JOSEPH	DPW	$	46,805.53	$	6,139.73
COMO, TRACY	AIDE	$	18,302.52	$	1,463.78
COMRIE, VANESSA	TEACHER	$	84,206.98	$	1,478.00
CONLEY, SHEA	PSYCHOLOGIST	$	64,489.82	$	2,703.00
CORCORAN, CAMERON	AIDE	$	15,685.00		
CORCORAN, PAULA	AIDE	$	41,638.90	$	1,502.00
CORDELLO, TONI	SCHOOL NURSE	$	13,740.26		
COSTA, CATHERINE	DISPATCH	$	24,273.60		
COSTA, EVAN	SEASONAL DPW	$	3,360.00		
COTTER, DAVID	RECYCLE	$	1,080.00		
COTY, THERESE	COA CLERK	$	15,924.10		
COULOMBE, LAURA	AIDE	$	32,937.24	$	9,774.24
COWLEY, COURTNEY	TEACHER	$	76,748.18		
CRAIG, ANGELA	SCHOOL COUNSELOR	$	70,465.34	$	9,092.65
CROMACK, LAWRENCE	DPW	$	31,321.60	$	1,442.47
CROWTHER, BRETT	DPW	$	62,172.80	$	3,857.39
CULLIGAN, COLLEEN	SPECIAL EDUCATION DIRECTOR	$	119,394.08	$	2,669.94
CURTIN, RUTH	ELECTION	$	213.75		
CURTISS, IAN	POLICE	$	67,355.22	$	36,768.82
CUSSON, SAMANTHA	DISPATCH	$	11,763.48	$	1,616.38
CZECH, NORMAN	PLANNING BOARD	$	1,200.00		
DALEY, ELIZABETH	SCHOOL NURSE	$	4,552.28		
DAWSON, JANET	LIBRARY ASST	$	1,889.28		
DAY, ETHAN	DISPATCH	$	3,708.00		
DAY, LINDA	ELECTION	$	187.50		
DAY, SCOTT	PLANNING BOARD	$	1,200.00		
DECARA, MATTHEW	ASST. LIBRARY DIRECTOR	$	62,462.40		
DEE, MICHAEL	PLANNING BOARD	$	1,200.00		
DEFRANCO, CHRISTINE	SPED ADMIN	$	60,000.00	$	600.00
DEMAIO, JODY	AIDE	$	8,967.80		
DEMOS, NICOLE	CAFETERIA	$	25,582.61	$	275.00
DESANTIS, OLIVIA	SUBSTITUTE	$	2,932.50		
DESREUISSEAU, TAMMY	AIDE	$	6,721.10		
DETERMAN, EMILY	DPW	$	39,966.24		
DIAMANTI, SONIA	AIDE	$	20,558.04	$	2,500.00
DILEONE, FREDERICK	SUBSTITUTE	$	10,771.25		
DINEEN, CATHERINE	TEACHER	$	84,206.98	$	6,364.22
DINEEN, DEVYN	ANIMAL CONTROL	$	1,260.00		
DINELLE, SHELLY	AIDE	$	11,635.16	$	4,935.35
DION, JILL	TEACHER	$	75,173.74	$	2,936.70
DISLEY, FAWN	SUBSTITUTE	$	4,575.60		
DOBIECKI, KRISTINA	TEACHER	$	82,576.34	$	10,093.70
DONOVAN, SAMANTHA	SUBSTITUTE	$	1,890.00		
DORVAL, NADIA	TEACHER	$	86,153.16		
DUBUC, MONIQUE	SPECIAL EDUCATION	$	96,079.30	$	9,202.02
DUGGAN, HANNAH	SUBSTITUTE	$	4,460.51		

DUGRE, ALISON	TEACHER	$	58,051.68		
DUGRE, NICHOLAS	POLICE	$	81,699.68	$	32,414.81
DUKE, PAMELA	BUSINESS OFFICE ADMIN	$	22,394.67	$	536.68
DUNPHY, CASEY	TEACHER	$	51,995.76		
DUNPHY, CHRISTOPHER	COMM. DEV. ADMIN	$	7,712.65		
DYNAK, ANDREA	SUBSTITUTE	$	8,690.00		
DZIEDZIC, JOHN	ELECTION	$	135.00		
ECHEVARRIA, JENNIFER	DISPATCH	$	9,272.24	$	212.00
EDWARDS, SARAH	TEACHER	$	23,170.59		
ELIE, AMANDA	TEACHER	$	70,225.94	$	4,495.70
ENDER, DAVID	SUBSTITUTE	$	550.00		
ENRIGHT, JUSTIN	CONSERVATION AGENT	$	19,891.91	$	772.50
ESPOSITO, KRISTIN	TEACHER	$	60,872.00		
FELIX, IVAN	WWTP	$	52,134.25	$	12,179.15
FENNER, WILLIAM	BUILDING COMMISSIONER	$	41,404.79		
FERNANDS, JOHN	PT BUILDING REHAB SPECIALIST	$	8,823.76		
FERRY, JOSEPH	WWTP	$	39,897.51	$	895.51
FERRY, MARGARET	ELECTION	$	221.00		
FICKETT, MARY	TOWN CLERK ADMIN	$	40,157.92	$	188.89
FICKETT, RICHARD	REGISTRAR	$	666.68		
FIGUEROA, HEATHER	AIDE	$	17,851.60	$	3,878.62
FINLEY, JENNIFER	CAFETERIA	$	14,446.25		
FLEURY, MICHAEL	TEACHER	$	9,096.00		
FONTAINE, MICHELLE	AIDE	$	10,045.70		
FONTAINE, SUSAN	AIDE	$	10,415.31		
FORD, MICHELLE	AIDE	$	27,003.10	$	8,031.37
FORKEY, FARRAH	AIDE	$	19,763.12	$	4,236.73
FORKEY, ROSARIS	SUBSTITUTE	$	450.00		
FOSTER, JOSHUA	DPW	$	50,863.86	$	3,954.48
FOUNTAIN, HALEY	COACH	$	3,638.00		
FRANCIS, MATTHEW	SUPERINTENDENT	$	157,999.92		
FREDETTE, KATHLEEN	ELECTION	$	326.25		
FREDETTE, STEPHEN	AIDE	$	1,480.00		
FRYDRYK, ROBERT	IT	$	4,827.77		
GAFFRON, JOHN	TEACHER	$	84,206.98	$	13,528.00
GALARNEAU, MEGAN	AIDE	$	24,227.45	$	4,887.70
GALICA, PETER	CUSTODIAL	$	25,032.00		
GANCORZ, SAMANTHA	AIDE	$	21,998.77	$	9,882.73
GAUTHIER, NICOLE	BOARD OF HEALTH AGENT	$	57,828.84		
GENDREAU, LEANA	OMP ADMIN	$	50,000.08		
GEOFFRION, DEBRA	ELECTION	$	30.00		
GERMAIN, SHAWN	ASST. PRINCIPAL	$	92,700.00	$	5,886.00
GEROW, JOSEPH	DPW	$	41,502.01	$	4,227.94
GIRARD, CYNTHIA	DISPATCH	$	709.44		
GIROUARD, ELIZABETH	CAFETERIA	$	6,160.77		
GIROUX, JODEE	TEACHER	$	60,097.18		
GODDU, CRYSTAL	BOARD OF HEALTH ADMIN	$	5,246.08		

GODEK, PATRICIA	ELECTION	$	225.00		
GOLENSKI, AMY	LIBRARIAN	$	44,335.20		
GOULD, DANIELLE	AIDE	$	21,674.06	$	481.68
GRANGER, ANTHONY	SCHOOL FACILITIES DIRECTOR	$	75,000.12	$	1,920.00
GRAVELINE, JACOB	AIDE	$	22,322.04	$	4,934.44
GRAVELINE, JACQUELINE	ELECTION	$	285.00		
GRAVELINE, JOHN	CUSTODIAL	$	44,462.00	$	816.67
GREENE, KYLE	POLICE	$	58,470.10	$	22,741.73
GRISWOLD, CHARLANN	ELECTION	$	247.50		
GRISWOLD, DANICA	PAYROLL CLERK	$	64,296.70	$	2,252.66
GRUMOLI, ROBERT	SUBSTITUTE	$	90.00		
GUIDOTTI, RACHEL	TEACHER	$	55,865.70	$	691.00
GUILD, CASSANDRA	TEACHER	$	57,679.94	$	228.00
GULBRANDSON, JAIMIE	AIDE	$	2,907.12		
GUNTHER, SARAH	AIDE	$	21,455.82	$	6,007.88
HAAS, MICHAEL	TEACHER	$	82,576.34	$	1,298.00
HALEY, ANDREW	COACH	$	3,865.00		
HALEY, JARED	TEACHER	$	64,071.32	$	7,274.22
HALEY, JEREMY	POLICE	$	79,449.27	$	27,199.02
HALEY, SCOTT	POLICE	$	58,752.58	$	1,503.74
HALL, REGINALD	SEASONAL DPW	$	8,740.00	$	229.43
HAMELIN, KARLEE	DISPATCH	$	5,861.71	$	389.89
HANDZEL, DAVID	DPW	$	62,796.80	$	11,355.97
HANDZEL, ZACHARY	COACH	$	3,638.00		
HART, COLLIN	TEACHER	$	59,096.48		
HAVERSTOCK, KAYLA	SUBSTITUTE	$	480.60		
HAYES, MATTHEW	DPW	$	11,700.68		
HEBERT, PHILIP	TOWN COUNCIL	$	1,200.00		
HELLIWELL, ANITA	ELECTION	$	187.50		
HERRICK-WALLACE, AIDAN	LIBRARIAN	$	41,678.81		
HERRING, AMY	ASST. PRINCIPAL	$	95,789.98		
HERRING, SAMANTHA	KIDS CORNER	$	50,924.73	$	5,121.07
HEYDARE, ALI	AIDE	$	14,465.50		
HEYDARE, CHRISTINE	AIDE	$	17,757.30	$	2,908.14
HEYES, TYLER	SEASONAL DPW	$	2,040.00		
HOLDEN, CAROL	ELECTION	$	326.25		
HOLLOWAY, PAUL	TEACHER	$	82,576.34	$	4,946.00
HOOD , CHARLES	AIDE	$	7,314.00		
HORRIGAN, ANDREW	SUBSTITUTE	$	1,042.20		
HOTCHKISS, KAYLEE	TEACHER	$	76,748.18	$	9,351.18
HOULE, MADISON	SUBSTITUTE	$	660.00		
HOWES, JULIA	SUBSTITUTE	$	1,282.50		
HUA, LISA	TEACHER	$	65,374.58	$	2,663.70
HUBBARD, JOSHUA	TEACHER	$	53,590.92	$	4,845.94
HURTADO, ANTHONY	POLICE	$	86,989.75	$	36,096.12
IZYK, RONALD	ELECTION	$	454.00		
JACQUES, LISA	COA VOLUNTEER COORD	$	37,674.00		

JALBERT, HELENA	REGISTRAR	$	500.00		
JANULEWICZ, JOHN	POLICE	$	1,405.56		
JASAK, CYNTHIA	COA OUTREACH COORD	$	47,090.87	$	350.00
JASAK, DONNA	ELECTION	$	232.50		
JERARD, THOMAS	TEACHER	$	44,561.88		
JIANACES, JESSICA	SCHOOL ADMIN	$	39,999.92		
JOHNSON, HEATHER	COUNCIL ON AGING DIRECTOR	$	84,206.98	$	1,339.50
JOHNSON, JACQUELINE	ELECTION	$	416.25		
JOHNSON, JUNE	ELECTION	$	191.25		
JOHNSON, MARLENE	TEACHER	$	64,158.00	$	600.00
JOSEPHSON, RICHARD	DPW	$	87,214.41	$	1,050.00
JUOZAITIS, ANTHONY	POLICE	$	59,957.52	$	510.69
JUSKO, KEVIN	WWTP	$	60,095.70	$	14,548.00
KACZMARCZYK, MICHELE	CD ADMIN	$	12,511.95		
KANE, AMY	AIDE	$	10,350.32		
KEATON, ASHLIE	TEACHER	$	56,007.16	$	222.00
KEITH, JESSICA	ELECTION	$	180.00		
KEITH, NATHAN	ELECTION	$	116.25		
KEITH, REBECCA	ELECTION	$	476.25		
KELLAHER, TODD	TEACHER	$	84,206.98	$	927.00
KENNEDY, BRIDGET	LIBRARIAN	$	11,020.80		
KIELBANIA, JACQUELINE	ELECTION	$	224.25		
KLEIN, KATRINA	ANIMAL CONTROL	$	22,060.00		
KLUPA, MARY	TEACHER	$	84,173.34	$	3,099.02
KNOWLTON, SARAH	SPECIAL EDUCATION ADMIN	$	46,349.94		
KONRAD, AURIEL	AIDE	$	22,426.00	$	116.00
KOPACZ, SCOTT	POLICE	$	68,268.02	$	23,588.63
KORZEC, HEATHER	TEACHER	$	73,551.82	$	12,073.06
KOSMIDER, CHARLENE	ELECTION	$	378.75		
KOSS, GREGORY	TEACHER	$	75,173.74	$	4,897.00
KOZLIK, KAREN	CROSSING GUARD	$	2,372.36		
KOZLIK, STEPHANIE	SUBSTITUTE	$	2,438.18		
KRZYKOWSKI, ASHLEY	TEACHER	$	52,188.80	$	3,638.00
KUCEWICZ, JANICE	ELECTION	$	101.25		
KUNTZ, LAURA	AIDE	$	7,866.16		
LACHUT, GENEVA	AIDE	$	15,111.60	$	3,847.19
LACHUT, JANICE	ELECTION	$	270.00		
LACHUT, PHILIP	ELECTION	$	225.00		
LACROIX, PAUL	AIDE	$	12,984.42		
LAFLAMME, BRIANNA	AIDE	$	3,447.16		
LALIBERTE, BECKY	TEACHER	$	55,117.98		
LAMADELEINE, VINCENT	AIDE	$	11,350.50		
LAMAY, LINDA	COA CLERK	$	13,837.45		
LAMB, BETHANY	TEACHER	$	66,142.28	$	2,074.70
LAMB, NICHOLAS	POLICE	$	58,625.79	$	32,245.77
LAMOTHE, SHELBY	TREASURER	$	58,645.40	$	1,200.00
LANDINE, KATHERINE	TEACHER	$	83,962.34	$	7,850.22

LANZILLO, ANDREA	AIDE	$	22,760.08	$	10,222.66
LAROSA, GRACE	TRANSPORTATION	$	17,898.98		
LAROSE, MICHELLE	LIBRARY ASST	$	35,817.60		
LAROSE, WILLIAM	TEACHER	$	12,634.16	$	923.08
LARSON, LAURA	TEACHER	$	13,144.48		
LATOUR, JOHN	COMMUNITY DEVELOPMENT DIRI	$	70,033.32		
LAVALLEE, CHRISTINE	TEACHER	$	82,576.34	$	7,613.22
LAVALLEY, BRENDA	AIDE	$	20,629.80	$	6,074.36
LAVALLIE, KEITH	CAFETERIA	$	20,713.11		
LAVELLE, ERICA	TEACHER	$	85,234.46	$	3,454.21
LAVELLE, MAUREEN	AIDE	$	20,274.36	$	12,174.76
LAVOIE, ROBERT	TOWN COUNCIL	$	1,200.00		
LECH, DOROTHY	CROSSING GUARD	$	11,464.52		
LEDUC, LINDA	TOWN PLANNER	$	21,163.83		
LEFEVRE, JOHN	POLICE	$	18,662.35	$	2,721.22
LEFFERTS, CASSIDY	AIDE	$	20,716.02	$	6,277.85
LEMIEUX, MATTHEW	TOWN COUNCIL	$	1,200.00		
LES, CATHERINE	KIDS CORNER DIRECTOR	$	24,817.92	$	1,033.00
LES, RICHARD	AIDE	$	13,096.16	$	990.00
LETENDRE, CHRISTIAN	SUBSTITUTE	$	12,352.20		
LETENDRE, JACK	SUBSTITUTE	$	3,600.00	$	3,638.00
LEVASSEUR, DENISE	COACH	$	2,576.50		
LEVASSEUR, KENDALL	AIDE	$	1,245.30		
LIBERA, JADE	SEASONAL DPW	$	3,210.00		
LINSEY, LAURA	AIDE	$	21,124.68	$	5,229.89
LIS, ANGELA	CAFETERIA	$	11,640.24	$	1,253.00
LOCKWOOD, SHELLEY	AIDE	$	20,630.12	$	3,376.98
LOFTON, GLYNIS	AIDE	$	17,070.22	$	4,401.28
LOGSDON, LYNN	TEACHER	$	84,206.98	$	1,720.00
LOMBARDI, JOSEPH	SEASONAL DPW	$	2,376.00		
LONG, MARINA	SUBSTITUTE	$	1,350.00		
LORD, KENNETH	WWTP	$	89,835.23	$	1,450.00
LORDAN, ASHLEY	TEACHER	$	58,735.82		
LOUD, KELLY	SUBSTITUTE	$	72.50		
LOVELL, MATTHEW	SCHOOL COMMITTEE	$	1,200.00		
LUKASKIEWICZ, PAUL	POLICE			$	126.25
LUTKUS, DENSIE	ELECTION	$	217.50		
LYNCH, ELIZABETH	CAFETERIA	$	23,712.33	$	2,460.00
LYNCH, KERRY	TEACHER	$	85,000.00	$	1,028.48
MA, JAMES	SUBSTITUTE	$	2,025.00		
MACKIEWICZ, KYLE	CUSTODIAL	$	43,160.00	$	613.01
MADDEN, ERIKA	SUBSTITUTE	$	1,434.08		
MAHER, STEPHANIE	LIBRARY DIRECTOR	$	74,150.44		
MAILLOUX, RICHARD	FT VAN DRIVER	$	32,085.75		
MAJKA, JOAN	REGISTRAR	$	666.68		
MALCOVSKY, EMILY	BUILDING ADMIN	$	33,647.99	$	200.00
MANCINI, PATRICIA	AIDE	$	3,283.08		

MANCUSO, CHRISTOPHER	AIDE	$	22,375.08	$	5,601.15
MANCUSO, HEATHER	TEACHER	$	50,941.88	$	222.00
MANN, HOLLY	ASST. ACCOUNTANT	$	31,149.90		
MANNARINO, HEIDI	TOWN PLANNER	$	59,067.20		
MANSFIELD, CHRISTINE	AIDE	$	20,629.80	$	4,518.24
MANSOOR, STEPHANIE	AIDE	$	9,365.40	$	67.00
MANTERIA, PENNY	ASST. PRINCIPAL	$	92,700.00		
MANTERIA, SAMUEL	SUBSTITUTE	$	3,082.50		
MARCEAU, KATHERINE	TEACHER	$	86,153.16	$	3,520.00
MARCINIEC, KARYN	TEACHER	$	86,153.16	$	4,099.50
MARCINIEC, MATTHEW	ATHLETIC DIRECTOR	$	68,610.41	$	16,380.03
MARCINIEC, MICHAEL	PLANNING BOARD	$	1,200.00		
MARINI, JACOB	POLICE	$	31,762.61	$	11,789.94
MARRIOTT, GAIL	TEACHER	$	82,576.34	$	3,254.18
MARSH, WILLIAM	SUBSTITUTE	$	10,783.00		
MARTIN, ANDREW	SEASONAL DPW	$	7,866.00		
MARTIN, MICHAEL	TEACHER	$	72,166.92	$	228.00
MARTINEZ, CYNTHIA	AIDE	$	17,720.40	$	2,460.80
MARTOWSKI, BARBARA	ELECTION	$	292.50		
MASLON, JOHN	ELECTION	$	345.00		
MASOTTI, THOMAS	COA CUSTODIAN	$	13,372.28		
MASSE, CASSANDRA	AIDE	$	21,339.90	$	1,353.16
MASSEY, JESSE	SCHOOL IT	$	43,684.94		
MASTALERZ, CECELIA	ELECTION	$	101.25		
MASTERSON, SAMANTHA	AIDE	$	19,210.17	$	8,306.46
MASTORAKIS, TRACY	LIBRARY ASST	$	13,146.24		
MATERA, ANN	TEACHER	$	76,748.18		
MATERA, TODD	CUSTODIAL	$	56,680.00	$	2,903.80
MATIAS, SARAH	AIDE	$	11,675.08		
MATTHEWS, ROLAND	SCHOOL IT DIRECTOR	$	78,795.00	$	1,770.00
MATTHIEU, COLLEEN	AIDE	$	22,801.84	$	6,666.67
MCCARTHY, CHERYL	TEACHER	$	87,228.16	$	893.00
MCCARTHY, JENNIFER	TEACHER	$	95,337.52	$	22,212.08
MCDIARMID, JENNIFER	TEACHER	$	19,333.00		
MCINTIRE, HEATHER	TEACHER	$	86,153.16	$	6,264.22
MCINTOSH_PATNOE, EMILY	CAFETERIA DIRECTOR	$	66,950.00	$	3,843.75
MCINTYRE, MICHAEL	TEACHER	$	82,576.34	$	7,382.00
MCKEE, VICKI	TRANSPORTATION	$	18,737.32	$	10,214.57
MCNUTT, RYAN	TOWN MANAGER	$	117,490.91		
MELNICK, CHRISTOPHER	POLICE	$	83,976.45	$	40,380.08
MENARD, SARA	SCHOOL FINANCE DIRECTOR	$	106,616.00	$	675.00
MESSING, MELISSA	TEACHER	$	70,186.82		
METCALF, RICHARD	CUSTODIAL	$	30,100.00	$	519.10
MEUNIER, ALEXANDRA	AIDE	$	23,443.46		
MIARECKI, CHRISTINE	ELECTION	$	82.50		
MIDWOOD, JONATHAN	DPW	$	17,468.15	$	1,280.74
MIGLIOZZI, REE	TEACHER	$	86,153.16	$	4,543.66

MILLER, MARK	TEACHER	$	82,576.34		
MINNS, RYAN	TEACHER	$	82,576.34	$	6,004.18
MISISCHIA, MELISSA	AIDE	$	18,790.67		
MITCHELL, JAMES	SEASONAL DPW	$	5,216.00		
MOFFA, FREDERICK	TEACHER	$	54,956.28	$	1,015.52
MONETTE, STEPHANIE	TEACHER	$	60,176.38	$	4,430.50
MOORE, KACEY	AIDE	$	16,742.50	$	1,781.86
MORALES, DAVID	TEACHER	$	54,271.00		
MORAN-STEELE, CAROL	CAFETERIA	$	16,334.92	$	275.00
MORSE, MATTHEW	DPW DIRECTOR	$	94,740.00	$	600.00
MOYNAHAN, DENNIS	WWTP	$	56,694.96	$	14,932.79
MOYNAHAN, ESTELLE	ELECTION	$	213.00		
MURPHY, ELIZABETH	AIDE	$	100.00		
MURPHY, KELLIE	TEACHER	$	65,669.28	$	1,636.80
MURPHY, TRACY	AIDE	$	20,629.80	$	4,891.99
NADEAU, ERICA	SCHOOL COMMITTEE	$	1,200.00		
NASH, PAULA	TEACHER	$	82,576.34	$	1,170.00
NASON, JAIME	TEACHER	$	78,165.12		
NEILSEN, KASSIDY	SUBSTITUTE	$	3,968.93		
NEWTON, LISA	TEACHER	$	73,227.00	$	418.91
NGAN, ASHLEY	LIBRARIAN	$	54,854.80		
NGIN, CHERNARREE	SUBSTITUTE	$	187.20		
NGIN, THARRANEE	SUBSTITUTE	$	711.90		
NICOLL, BRIAN	WWTP	$	53,820.40	$	3,732.64
NOONAN, SANDRA	SCHOOL COMMITTEE	$	1,200.00		
NORTH, BRITTANY	TEACHER	$	46,394.15	$	9,211.12
NORTH, SUSAN	PRINCIPAL	$	117,905.00	$	1,920.00
NOWICKI, SALLY	AIDE	$	20,316.16		
NUTE, CHERYL	SUBSTITUTE SCHOOL NURSE	$	6,000.00		
OBRIEN, ELIZABETH	TEACHER	$	83,651.34	$	760.00
O'BRIEN, REBEKAH	SCHOOL HR ASST.	$	60,872.00	$	7,760.00
OBRIEN, RIHANA	TEACHER	$	57,680.00	$	717.45
OCHS, CHRISTINE	CAFETERIA	$	23,037.33	$	1,075.00
OCONNOR, HELENE	LIBRARIAN	$	51,688.00		
OCONNOR, PATRICK	CELL MONITOR	$	10,243.35	$	236.39
OLDENBURG, MARC	TEACHER	$	58,435.95		
ONEILL, SEAN	SUBSTITUTE	$	1,900.00		
ORSZULAK, FREDERICK	ELECTION	$	382.50		
ORSZULAK, MICHAEL	TEACHER	$	84,173.33	$	1,075.00
ORZECH, MARY ELLEN	AIDE	$	3,391.68		
OTTO, TANNER	DPW	$	50,816.67	$	4,528.92
OTTOMANIELLO, MARLENE	TOWN MANAGER ADMIN	$	53,601.87		
PAGAN, NATHANIEL	POLICE	$	70,318.84	$	24,199.97
PALMER, KIM	AIDE	$	5,798.54		
PARDO, JEFFREY	DPW	$	3,373.80		
PARENT, ABIGAIL	ANIMAL CONTROL	$	2,640.00		
PARKER, AMANDA	AIDE	$	20,629.80	$	5,931.81

PARKER, KELLY	BUSINESS OFFICE ADMIN	$	45,000.19		
PARSONS, MATTHEW	POLICE	$	96,018.55	$	31,676.31
PARZIVAND, LAUREN	TEACHER	$	60,872.00		
PASQUAROSA, ANTHONY	TEACHER	$	82,576.34	$	775.00
PEDRO, DOREEN	CAFETERIA	$	30,345.04	$	275.00
PELLETIER, JORDAN	SUBSTITUTE	$	791.10		
PENDRICK, NATHALIE	BUSINESS OFFICE ADMIN	$	25,384.37		
PEREIRA, ANTHONY	CAFETERIA	$	12,174.34		
PERITZ, DAVID	TEACHER	$	12,926.32		
PERITZ, KATHLEEN	TEACHER	$	12,398.52		
PERITZ, MORGAN	SUBSTITUTE	$	437.34		
PERNICIARO, ALISSA	TEACHER	$	64,071.32	$	5,591.22
PERRON, HEATHER	TEACHER	$	11,035.52		
PERRY, KARYN	TEACHER	$	56,454.48	$	570.00
PETERSON, KATHRYN	TEACHER	$	71,024.00	$	256.50
PETIT, DAVID	TEACHER	$	82,576.34	$	967.00
PETRASHEWICZ, JOHN	SUBSTITUTE	$	9,460.00		
PETRASHEWICZ, LORETTA	SUBSTITUTE	$	600.00		
PETRASHEWICZ, MELISSA	SCHOOL TRANSPORTATION COOR	$	53,229.88	$	2,858.20
PHILLIPS, MARK	TEACHER	$	86,541.00		
PIECHOTA, TAMMY	DISPATCH SUPERVISOR	$	61,856.73	$	4,071.91
PIERCE, ALLISON	TEACHER	$	62,708.00		
PILLERI, KATIE	TEACHER	$	57,679.94		
PINCIAK, ANDREW	SEASONAL DPW	$	840.00		
PINNEY, DIANE	SCHOOL COUNSELOR	$	56,007.16	$	222.00
PLANTE, SYDNEY	ANIMAL CONTROL	$	46,942.96	$	1,900.00
POEHLER, PATRICIA	ELECTION	$	187.50		
POPP, MICHELLE	LIBRARIAN	$	28,470.40		
POTEMSIL, TAI	DISPATCH	$	53,428.55	$	24,339.57
POTTER, GABRIELA	ACCOUNTANT	$	85,341.23	$	1,600.00
POULIOT, ANNE	TEACHER	$	73,551.82	$	6,264.22
PRESCOTT, LAUREL	TEACHER	$	73,551.82	$	2,202.06
PUCKETT, KRYSTIN	AIDE	$	21,443.94	$	3,309.44
PUCKETT, MARIA	AIDE	$	27,349.88	$	241.60
QUINK, JESSE	CAFETERIA	$	1,410.00		
QUINN, MADISON	SCHOOL COUNSELOR	$	8,133.40		
RAFTERY, MICHELLE	AIDE	$	20,629.80	$	3,794.04
RATHBONE, BONNY	SCHOOL COMMITTEE	$	1,200.00		
RAYMOND, AMBER	CAFETERIA	$	55,345.62		
RAYMOND, EMILY	CAFETERIA	$	36,893.05	$	3,514.52
RAYMOND, RUSSELL	DPW	$	52,651.80	$	5,350.28
RAYMOND, TINA MARIE	TEACHER	$	30,605.43	$	4,975.00
REED, ROBERT	TOWN MANAGER	$	39,900.00		
REGAN, KATHLEEN	TEACHER	$	81,659.78	$	775.00
RIBEIRO, TONY	DPW	$	49,869.86	$	4,317.69
RICE, ANGEL	CAFETERIA	$	19,699.06	$	275.00
RICHARD, CHRISTINA	SUBSTITUTE	$	720.00		

RIEL, CYNTHIA	SCHOOL IT ADMIN	$	65,951.86	$	400.00
RIOPEL, HOLLY BETH	PRINCIPAL	$	105,000.00		
RIZZO, KIMBERLY	TEACHER	$	82,576.34	$	342.00
ROBARE, ANDREW	CAFETERIA	$	3,270.00		
ROBBINS-DAVIES, EVA	TEACHER	$	70,186.82	$	1,852.50
ROBINSON, CARMELLA	AIDE	$	8,007.68	$	526.14
ROCK , EMMA	COACH	$	4,946.00		
ROCKER, MELISSA	TEACHER	$	71,942.66	$	6,185.00
RODRIGUES, KYLIE	AIDE	$	1,687.50		
RODRIGUEZ, FRANCESCA	TEACHER	$	63,513.16	$	1,039.00
RONDEAU, CRYSTAL	CD OUTREACH COORD	$	9,708.30		
ROUSHIA, JONATHAN	WWTP	$	4,400.22	$	423.68
ROY, MARY	TEACHER	$	59,786.00	$	444.00
RUSSO, DEBORAH	AIDE	$	31,529.74	$	1,068.50
RUSSO, MARCIA	AIDE	$	20,045.12	$	607.41
RYAN, DOROTHY	TEACHER	$	82,576.34	$	1,716.00
SACCO, AMY	SCHOOL COMMITTEE SECRETARY	$	5,000.00		
SALVO, NIA	AIDE	$	19,653.15	$	179.00
SANCHES, ANGELA	LIBRARIAN	$	47,756.80		
SANDOVAL, CELSO	COACH	$	8,409.00		
SANDOVAL, JENNIFER	AIDE	$	19,762.80	$	10,046.48
SANTER, JULIE	TEACHER	$	99,467.16	$	13,900.00
SANTOS, HEATHER	TEACHER	$	70,186.82	$	775.00
SANTOS, ROBIN	TEACHER	$	82,576.34	$	4,080.06
SAVICKI, MELINDA	AIDE	$	15,167.55	$	6,574.53
SAWICKI, SEAN	AIDE	$	78,165.12	$	190.00
SEARS, JAMES	WWTP	$	50,582.20	$	12,343.66
SEGUIN, JODIE	AIDE	$	20,045.12	$	8,981.94
SENECAL, SARAH	TEACHER	$	55,392.24	$	1,204.00
SHAW, LAUREN	AIDE	$	19,816.80	$	374.80
SHELTON, MELISSA	AIDE	$	11,838.48	$	1,032.94
SHORETTE, EMMA	AIDE	$	10,142.50		
SICILIANO, ELIZABETH	SCHOOL NURSE	$	81,863.34	$	3,768.70
SIKORSKI, CAROL	CAFETERIA	$	20,736.72	$	875.00
SILVA, STEPHEN	CUSTODIAL	$	43,160.00	$	7,169.43
SIMARD, MARY	ELECTION	$	176.25		
SIMPKISS, KELLY	TEACHER	$	84,206.98	$	5,896.00
SIZER, JESSICA	TOWN COUNCIL	$	1,200.00		
SKORUPSKI, JESSICA	TEACHER	$	54,272.00		
SKOWYRA, DONNA	AIDE	$	21,946.29	$	9,924.28
SLAVICK, WANDA	SUBSTITUTE	$	500.00		
SLOAN, KEVIN	AIDE	$	12,634.16		
SLOZAK, JUNE	ELECTION	$	480.50		
SMITH, EILEEN	AIDE	$	22,135.06	$	11,208.18
SMITH, LAUREN	SUBSTITUTE	$	1,250.00		
SMITH, SUSAN	ELECTION	$	195.00		
SMOLA, DERRICK	AIDE	$	26,308.05		

SMOLA, GAVIN	SEASONAL CUSTODIAL	$	2,655.00		
SOMERS, RACHEL	PUBLIC HEALTH NURSE	$	3,062.50		
SOREL, JULIANA	ANIMAL CONTROL	$	4,620.00		
SPELKO, LORRAINE	ELECTION	$	438.75		
SPILLERS, MADISON	TEACHER	$	54,661.64	$	76.00
ST AMAND, KATHERINE	AIDE	$	16,270.20	$	21.00
ST JOHN, STEPHEN	WWTP	$	56,013.12	$	5,550.23
ST. AMAND, URSULA	ELECTION	$	296.25		
ST. DENIS, STEPHANIE	TEACHER	$	54,140.01		
ST. GEORGE, ANDREW	RECREATION DIRECTOR	$	61,563.35		
ST. ONGE, LINDA	TREASURER	$	39,095.69	$	1,600.00
STAHELSKI, GARY	GAS/PLUMBING INSPECTOR	$	12,183.75		
STOCKDALE, JENNIFER	TEACHER	$	85,973.50	$	3,480.00
STONE, BARBARA	ELECTION	$	198.75		
SULIKOWSKI, CALEB	SUBSTITUTE	$	4,725.00		
SULLIVAN, ERIN	POLICE	$	91,322.40	$	47,147.33
SWIATLOWSKI, CANDICE	ELECTION	$	481.50		
SWICONEK, THOMAS	TEACHER	$	50,520.24	$	2,349.50
SYCHTYSZ, JESSICA	SUBSTITUTE	$	1,905.00		
SYNER, BARBARA	SUBSTITUTE SCHOOL NURSE	$	13,487.50		
TALBOT, SETH	POLICE	$	39,198.06	$	5,521.52
TANTILLO, ANTHONY	POLICE	$	49,694.96	$	15,227.16
TATLOCK, CRISTINA	TEACHER	$	84,206.98	$	975.00
THERIAULT, AMANDA	COACH	$	2,576.50		
THERIAULT, MADALYN	SUBSTITUTE	$	888.00		
THIBEAULT, ALICIA	TEACHER	$	78,165.12	$	5,095.70
THOMPSON, JEMMA	SUBSTITUTE	$	7,660.10		
TIM, PEIWHIET	CD ADMIN	$	3,030.65		
TIMMERWOODZ, HANNAH	TEACHER	$	58,180.00	$	3,713.00
TOTH, DANIEL	POLICE	$	6,058.88	$	995.68
TOWNLEY, JENNIFER	TEACHER	$	79,824.58	$	6,623.70
TREMBLAY, COLLIN	AIDE	$	420.30		
TREVALLION, JACOB	TEACHER	$	7,866.16		
TRIOZZI, DAVID	TEACHER	$	86,153.16	$	3,701.22
TRIOZZI, JACQUELINE	TEACHER	$	86,699.80	$	793.52
TROCHE, SHAWN	CD ADMIN INTERN	$	1,117.50		
TROMBLEY, ZACHARY	DPW	$	7,032.00		
TRZPIT, EVAN	CUSTODIAL	$	44,720.00	$	170.05
TRZPIT, KIM	AIDE	$	13,506.28	$	354.45
TURNER, JEFFREY	WWTP	$	20,837.86	$	3,405.96
TYNDALL, KATELYN	AIDE	$	2,446.72		
USHER, EMILY	DISPATCH	$	46,441.95	$	7,385.58
VANZANDT, KEVIN	POLICE	$	2,723.40		
VARJABEDIAN, SOURPOUHIE	LIBRARY ASST	$	12,074.40		
VIOLETTE, CELESTE	ASST. ACCOUNTANT	$	13,013.89		
WAHLERS, RICHARD	POLICE	$	82,333.13	$	7,964.62
WAHLERS, TAUNYA	SCHOOL COUNSELOR	$	12,926.16	$	481.00

WALCH, LISA	PHS ADMIN	$	33,617.28	$	3,100.86
WALKER, MYA	ELECTION	$	247.50		
WARNOCK-GRAPER, DIANE	ELECTION	$	217.50		
WAWRO, BARBARA	ELECTION	$	187.50		
WEBB, IRENE	ELECTION	$	236.25		
WEBB, RUSSELL	ELECTION	$	135.00		
WEBBER, MELISSA	TEACHER	$	86,129.28	$	6,388.10
WEEKS, BONITA	BUILDING COMMISSIONER	$	38,634.06	$	650.00
WENZEL, KERI ANN	ASSESSOR	$	8,846.38		
WESTON, GERALD	ELECTRICAL INSPECTOR	$	69,918.99		
WILK, RUDOLPH	TEACHER	$	112.50		
WILK, SANDRA	ELECTION	$	85,037.34		
WILLIAMS, COREY	TEACHER	$	9,409.68		
WILLIAMS, KARL	TOWN COUNCIL	$	1,200.00		
WLODYKA, CONSTANCE	ELECTION	$	469.00		
WLODYKA, VALERIE	REGISTRAR	$	166.67		
WOLSKI, CORRINE	AIDE	$	19,578.04	$	186.00
WOOD, ALANNAH	AIDE	$	9,543.84		
WOOD, BIANCA	AIDE	$	8,010.00		
WOOD, JILLIAN	TEACHER	$	9,543.84		
WOOD, JOSHUA	POLICE	$	67,443.72	$	14,204.01
WOSTENA, MARYANN	ELECTION	$	187.50		
WRIGHT, REBEKAH	PLANNING ADMIN	$	13,513.26		
WYSTEPEK, HEATHER	AIDE	$	3,340.50		
YOUNG, TINA	TEACHER	$	95,510.72	$	15,152.00
ZARENKO, DANA	AIDE	$	20,125.38	$	2,998.83
ZELAZO, BETH	ELECTION	$	217.50		
ZOSCHAK, LAURA	AIDE	$	20,629.80	$	5,920.72